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A3273-34

**COTH SURVEY  
OF  
HOUSESTAFF STIPENDS,  
BENEFITS, AND FUNDING  
1988**

**STEPHEN C. ZIMMERMANN AND JANIE S. BIGELOW  
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**one dupont circle, n.w. washington, d.c. 20036**

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**OCTOBER 1988**

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## Introduction

The COTH Survey of Housestaff Stipends, Benefits, and Funding is published annually by the Association of American Medical Colleges (AAMC). The survey questionnaire, which appears in Appendix G, is sent to all Council of Teaching Hospital (COTH) members in April of each year. This report summarizes member responses. This year 353 member hospitals returned questionnaires, for an 80 percent response rate. Some responses were partial; also many hospitals do not have clinical fellows. For these reasons, fewer than 353 respondents are represented in many tables.

The report is divided into three sections: chapter one shows stipends actually paid during 1987-88 and estimated or planned stipends for 1988-89. Note that stipend figures reported for 1987-88 differ from data for the same year published in last year's report for two reasons: data may have been estimated last year and different hospitals may have responded. Reported data are unadjusted for regional wage differences or for inflation. Mean and median data are displayed for the nation and then grouped by four hospital characteristics: geographic region, medical school affiliation, ownership, and bedsize.

Chapter two contains data on benefits provided to housestaff and their dependents, and chapter three contains data on teaching hospital expenditures and sources of funding for housestaff stipends and benefits. In both chapters, data are shown for the nation and then grouped by region, affiliation, ownership, and bedsize. Hospital region appears to be the most important classification, followed by hospital ownership. Thus, stipends and benefits exhibit the greatest variation across the four defined regions and across ownership groups. Regional differences in stipends seem consistent with regional variation in wages in the general economy.

The appendices include data on resident-to-bed ratios and the distribution of minority residents and fellows. Appendix F contains data for the policy questions added to the 1988 survey. Almost three-quarters of respondents have resident supervision policies, but only 12.8 percent currently have policies on number of assigned hours for residents. Most respondents also have policies to review their sponsored residency programs. Residency program data from Section C of the questionnaire are not included in this publication.

The cooperation of all participating COTH member institutions is greatly appreciated. Their prompt and efficient response to the survey questionnaire facilitated the compilation of the data and allowed an earlier release of this year's final report.

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## CHAPTER I

### HOUSESTAFF STIPENDS

#### NATIONWIDE DATA

Table 1 contains housestaff stipend summary data (number of respondents, mean, median, 25th percentile, and 75th percentile) for residents nationwide for each of six post-MD years. A typical first year resident can expect to receive \$23,607 for the 1988-89 fiscal period. The average expected salary increases by slightly more than \$1,500 for second-year students and slightly less than \$1,400 for each additional post-graduate year. A sixth-year resident can expect to earn \$30,565 during this same period. Only one-third of the 353 respondents indicated that reported 1988-89 stipends are estimated.

Table 2 shows that post-MD residents in 1988-89 can expect to be paid between \$891 and \$1,083 more than residents in the same post-MD year in 1987-88. The expected mean increase of 3.9 percent for the first post-MD year follows a 3.4 percent increase in 1987-88 and a sixteen-year low increase of 2.6 percent in 1986-87. Appendix A traces projected first-year residents' stipends, dollar increases, and percentage changes from 1971-72 through 1988-89. The figures in Appendix A differ from Tables 1 and 2 because the Appendix reports estimated stipends for year-to-year calculations.

The index values in Table 3 exhibit a consistent yearly increase in payment levels of about six percent for both the median and mean values. Table 4 adds an additional dimension by providing the total increase associated with both a step to the next higher post-MD year and inflation between 1987-88 and 1988-89. Thus, the potential increase from the first post-MD year in 1987-88 to the second year in 1988-89 is 10.6 percent on average. This increase includes a step increase (the six percent increase in payment received when entering the next PGY level) and a base increase (the over-all average stipend increase associated with inflation for every post-graduate year).

#### REGIONAL DIVISIONS

Tables 5-10 display values for respondents classified by four regions: Northeastern, Southern, Midwestern, and Western (see map in Appendix I). Table 5 provides the median stipend for each post-MD year by region and an index comparing regional deviations from the nationwide median. The Northeastern region has the highest overall projected 1988-89 median stipend levels. Although hospitals in the Western region compensate first-year residents only at the nationwide level, steep yearly increases allow Western region values to almost parallel those for the Northeast for the fourth through sixth years. Hospitals in the Midwestern region expect to compensate first-year residents just below the nationwide median level. Hospitals in the Southern region continue to compensate the least for every post-MD year.

The index chart in Table 5 displays these striking differences, with Southern hospitals compensating between 90 and 94 percent of national values and Northeastern hospitals compensating between 107 and 112 percent of nationwide median values. The chart also reveals that the regional variation becomes more skewed for each additional post-MD year, showing, for example, that Southern and Midwestern median stipends decline relative to the nation. A six-year comparison of projected regional first-year median stipends is shown in Figure 1.

Tables 6-9 present separately regional mean, median and percentile data elements for 1988-89 and 1987-88. The Northeastern and Western regions with 125 and 42 reporting hospitals, respectively, form the upper and lower bounds for 1988-89 data respondents. Year to year dollar and percent increases in medians and means for regional stipends are shown in Table 10. While the Northeastern, Midwestern, and Western regions all show a steady 3.5-4.1 percent projected mean stipend increase for all six post-MD years, the Southern region is less consistent with both the highest (4.2% - 1st post-MD year) and lowest (3.2% - 4th through 6th post-MD years) projected mean stipend increases.

### **AFFILIATION RELATIONSHIPS**

Affiliation reflects an institution's relationship to a medical school: university-owned, major affiliate, or limited affiliate. The definitions are derived from the Accreditation Council for Graduate Medical Education's (ACGME) Directory of Residency Training Programs. This survey distinguishes university-owned and other "major" affiliations, and combines the ACGME categories of "limited" and "graduate" under the COTH term, limited affiliate.

Table 11 displays median salary levels and indexes for the three affiliation categories. University-owned hospitals report projected 1988-89 median stipends between two and three percent below the nationwide level, while stipends in hospitals with limited affiliations are one to four percent above the nation. Figure 2 graphs first-year projected median stipend data for the past six years by affiliation.

Tables 12-14 reveal that hospitals with major affiliations comprised 249 or 75 percent of the 332 respondents to this question. These hospitals also had the highest projected first-year 1988-89 mean stipend levels, although the figure was only \$47 above the nationwide mean. Table 15 shows that stipends are becoming increasingly similar across hospitals. Thus, the university-owned hospitals, with the lowest stipends, have the highest projected 1988-89 mean stipend increases across all six post-MD years. Similarly, hospitals with limited affiliations had the highest stipend levels and the lowest rates of increase.

### **HOSPITAL OWNERSHIP**

Five categories of hospital ownership are distinguished: state, municipal (including county, city, and district hospitals), church, other non-profit, and Veterans Administration. The projected 1988-89 median stipend levels by ownership in Table 16 show that other nonprofit and municipally-owned hospitals compensate above the nationwide median, while state and VA

hospitals compensate below the nationwide median. Figure 3 graphs first-year projected median stipend data for the past six years by ownership.

Tables 17-21 reveal small differences in reported mean values for 1st Post-MD year stipends classified by ownership. Other non-profit hospitals as a group project the highest stipend level at \$23,858, only \$251 above the nationwide figure. State-owned hospitals project the lowest mean 1st year stipend (\$23,191), but this is only \$416 below the nationwide level. This also is true for the other post-MD years. Table 22 shows that state and municipally-owned hospitals have the highest planned mean stipend increases for 1987-88 to 1988-89, averaging almost 4.4 percent for all six post-MD years. The low planned year-to-year mean stipend increase is occupied by church-owned hospitals at approximately three percent.

### **BEDSIZE GROUPINGS**

Tables 23-28 classify responding hospitals into four bedsize groups. Clearly, bedsize is the least important classification for housestaff stipends. Projected median stipends classified by bedsize (Table 23) never deviate more than 1.5 percent from the nationwide level for any reporting group in any post-MD year. The mean data presented in Tables 24-27 show that projected 1988-89 first-year stipend levels range from \$23,206 to \$24,085. Hospitals with 400-549 beds project an average stipend increase of 4.5 percent (Table 28), while other bedsize groups project a more modest 3.3-3.4 percent average increase.

### **METROPOLITAN AREA DATA**

Data for 23 metropolitan areas are displayed in Tables 29-53. Areas are displayed if four or more COTH members responded to the 1988 survey. Table 29 compares each area's 1987-88 first post-MD year mean stipends to the nationwide mean. The individual city tables which follow (Tables 30-53) indicate each area's mean, low, and high reported stipend level as well as the number of responding hospitals.

Table 1

Nationwide Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>Year of Training</u> | <u>Number of<br/>Hospitals</u> | <u>1988-89</u>             |               |             |                            |
|-------------------------|--------------------------------|----------------------------|---------------|-------------|----------------------------|
|                         |                                | <u>25th<br/>Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th<br/>Percentile</u> |
| 1st Post-MD Year        | 338                            | \$21,960                   | \$23,000      | \$23,607    | \$24,800                   |
| 2nd Post-MD Year        | 339                            | 23,147                     | 24,430        | 25,126      | 26,405                     |
| 3rd Post-MD Year        | 339                            | 24,208                     | 25,607        | 26,498      | 27,800                     |
| 4th Post-MD Year        | 336                            | 25,339                     | 27,000        | 27,826      | 29,216                     |
| 5th Post-MD Year        | 328                            | 26,350                     | 28,317        | 29,149      | 31,158                     |
| 6th Post-MD Year        | 268                            | 27,363                     | 29,665        | 30,565      | 33,334                     |
| <u>1987-88</u>          |                                |                            |               |             |                            |
| 1st Post-MD Year        | 346                            | \$21,208                   | \$22,248      | \$22,716    | \$24,000                   |
| 2nd Post-MD Year        | 347                            | 22,237                     | 23,725        | 24,216      | 25,480                     |
| 3rd Post-MD Year        | 347                            | 23,375                     | 25,017        | 25,574      | 26,661                     |
| 4th Post-MD Year        | 343                            | 24,450                     | 26,340        | 26,879      | 28,000                     |
| 5th Post-MD Year        | 333                            | 25,430                     | 27,600        | 28,165      | 29,958                     |
| 6th Post-MD Year        | 273                            | 26,315                     | 28,925        | 29,482      | 32,052                     |

Table 2

Mean and Median Stipend Increases Nationwide, by Year of Training  
1988-89 Compared with 1987-88

| <u>Year of Training</u> | <u>Dollar Increases</u> |             | <u>Percentage Increases</u> |             |
|-------------------------|-------------------------|-------------|-----------------------------|-------------|
|                         | <u>Median</u>           | <u>Mean</u> | <u>Median</u>               | <u>Mean</u> |
| 1st Post-MD Year        | \$ 752                  | \$ 891      | 3.4%                        | 3.9%        |
| 2nd Post-MD Year        | 705                     | 910         | 3.0                         | 3.8         |
| 3rd Post-MD Year        | 590                     | 924         | 2.4                         | 3.6         |
| 4th Post-MD Year        | 660                     | 947         | 2.5                         | 3.5         |
| 5th Post-MD Year        | 717                     | 984         | 2.6                         | 3.5         |
| 6th Post-MD Year        | 740                     | 1,083       | 2.6                         | 3.7         |

Table 3

Index Values for Average Nationwide Housestaff Stipends for 1988-89,  
By Year of Training

| <u>Year of Training</u> | <u>Index Value: 1988-89</u> |             |
|-------------------------|-----------------------------|-------------|
|                         | <u>Median</u>               | <u>Mean</u> |
| 1st Post-MD Year        | 1.00                        | 1.00        |
| 2nd Post-MD Year        | 1.06                        | 1.06        |
| 3rd Post-MD Year        | 1.11                        | 1.12        |
| 4th Post-MD Year        | 1.17                        | 1.17        |
| 5th Post-MD Year        | 1.23                        | 1.23        |
| 6th Post-MD Year        | 1.29                        | 1.29        |

\* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the 1st Post-MD Year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median and Mean Housestaff  
Stipends Received By a Cohort of Residents

| <u>Year of Training</u>           |                | <u>Dollar Increases</u> |             | <u>Percentage Increases</u> |             |
|-----------------------------------|----------------|-------------------------|-------------|-----------------------------|-------------|
| <u>1987-88</u>                    | <u>1988-89</u> | <u>Median</u>           | <u>Mean</u> | <u>Median</u>               | <u>Mean</u> |
| 1st Post-MD Yr to 2nd Post-MD Yr* |                | \$2,182                 | \$2,410     | 9.8%                        | 10.6%       |
| 2nd Post-MD Yr to 3rd Post-MD Yr  |                | 1,882                   | 2,282       | 7.9                         | 9.4         |
| 3rd Post-MD Yr to 4th Post-MD Yr  |                | 1,983                   | 2,252       | 7.9                         | 8.8         |
| 4th Post-MD Yr to 5th Post-MD Yr  |                | 1,977                   | 2,270       | 7.5                         | 8.4         |
| 5th Post-MD Yr to 6th Post-MD Yr  |                | 2,065                   | 2,400       | 7.5                         | 8.5         |

\* In other words, when a 1987-88 first year resident moved ahead to the second year in the program, that resident received an average 10.6 percent increase because both a step increase and a base stipend increase took effect.

Table 5

A Comparison of Median Housestaff Stipends for 1988-89,  
By Year of Training and Geographic Region

| <u>1988-89 Median Stipend, by Region</u>                                 |                     |                 |                   |                |                   |
|--------------------------------------------------------------------------|---------------------|-----------------|-------------------|----------------|-------------------|
| <u>Year of Training</u>                                                  | <u>Northeastern</u> | <u>Southern</u> | <u>Midwestern</u> | <u>Western</u> | <u>Nationwide</u> |
| 1st Post-MD Year                                                         | \$24,665            | \$21,590        | \$22,800          | \$23,136       | \$23,000          |
| 2nd Post-MD Year                                                         | 26,200              | 22,655          | 24,000            | 25,409         | 24,430            |
| 3rd Post-MD Year                                                         | 27,520              | 23,756          | 25,126            | 27,378         | 25,607            |
| 4th Post-MD Year                                                         | 28,966              | 24,600          | 26,100            | 29,358         | 27,000            |
| 5th Post-MD Year                                                         | 31,158              | 25,571          | 27,200            | 31,142         | 28,317            |
| 6th Post-MD Year                                                         | 33,331              | 26,800          | 28,000            | 32,970         | 29,665            |
| <u>1988-89 Median Stipend as Percent of Nationwide Median, by Region</u> |                     |                 |                   |                |                   |
| 1st Post-MD Year                                                         | 107.2%              | 93.9%           | 99.1%             | 100.6%         | 100.0%            |
| 2nd Post-MD Year                                                         | 107.2               | 92.7            | 98.2              | 104.0          | 100.0             |
| 3rd Post-MD Year                                                         | 107.5               | 92.8            | 98.1              | 106.9          | 100.0             |
| 4th Post-MD Year                                                         | 107.3               | 91.1            | 96.6              | 108.7          | 100.0             |
| 5th Post-MD Year                                                         | 110.0               | 90.3            | 96.0              | 110.0          | 100.0             |
| 6th Post-MD Year                                                         | 112.4               | 90.3            | 94.4              | 111.1          | 100.0             |

Figure 1:  
First Post-M.D. Year Median Stipend Data:  
A Six Year Comparison by Region

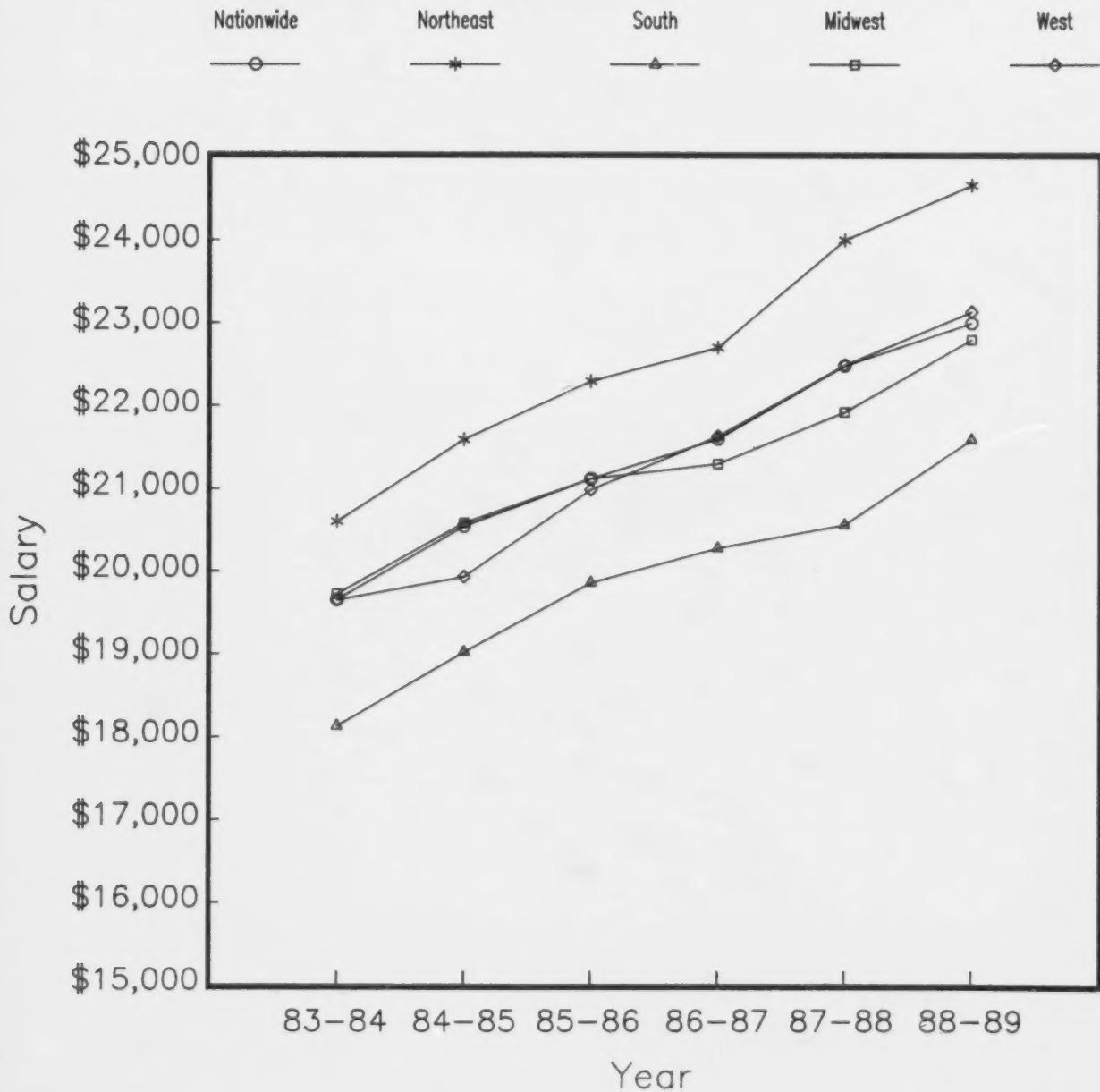


Table 6

Northeastern Region: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 124                        | \$23,385               | \$24,665      | \$25,331    | \$27,644               |
| 2nd Post-MD Year        | 125                        | 25,009                 | 26,200        | 27,067      | 29,639                 |
| 3rd Post-MD Year        | 125                        | 26,291                 | 27,520        | 28,703      | 31,614                 |
| 4th Post-MD Year        | 124                        | 27,500                 | 28,966        | 30,132      | 33,193                 |
| 5th Post-MD Year        | 120                        | 28,875                 | 31,158        | 31,609      | 34,654                 |
| 6th Post-MD Year        | 97                         | 30,331                 | 33,331        | 33,193      | 36,060                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 127                        | \$22,485               | \$23,709      | \$24,356    | \$26,600               |
| 2nd Post-MD Year        | 128                        | 24,075                 | 25,022        | 26,085      | 29,006                 |
| 3rd Post-MD Year        | 128                        | 25,325                 | 26,400        | 27,663      | 30,732                 |
| 4th Post-MD Year        | 127                        | 26,714                 | 27,852        | 29,041      | 32,200                 |
| 5th Post-MD Year        | 123                        | 28,000                 | 29,958        | 30,496      | 33,577                 |
| 6th Post-MD Year        | 100                        | 29,446                 | 32,034        | 32,001      | 35,000                 |

Table 7

Southern Region: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 78                         | \$20,880               | \$21,590      | \$21,593    | \$22,428               |
| 2nd Post-MD Year        | 78                         | 21,831                 | 22,655        | 22,665      | 23,600                 |
| 3rd Post-MD Year        | 78                         | 22,766                 | 23,756        | 23,683      | 24,500                 |
| 4th Post-MD Year        | 78                         | 23,652                 | 24,600        | 24,730      | 25,584                 |
| 5th Post-MD Year        | 76                         | 24,480                 | 25,571        | 25,763      | 26,795                 |
| 6th Post-MD Year        | 65                         | 25,500                 | 26,800        | 26,947      | 28,065                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 79                         | \$20,178               | \$20,537      | \$20,729    | \$21,775               |
| 2nd Post-MD Year        | 79                         | 21,180                 | 21,684        | 21,832      | 22,900                 |
| 3rd Post-MD Year        | 79                         | 22,080                 | 22,750        | 22,892      | 24,062                 |
| 4th Post-MD Year        | 79                         | 22,980                 | 23,713        | 23,953      | 25,397                 |
| 5th Post-MD Year        | 77                         | 23,880                 | 24,910        | 24,966      | 26,476                 |
| 6th Post-MD Year        | 66                         | 24,780                 | 25,700        | 26,100      | 27,962                 |

Table 8

Midwestern Region: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 95                         | \$22,000               | \$22,800      | \$22,953    | \$24,000               |
| 2nd Post-MD Year        | 95                         | 23,000                 | 24,000        | 24,056      | 25,047                 |
| 3rd Post-MD Year        | 95                         | 24,000                 | 25,126        | 25,121      | 26,220                 |
| 4th Post-MD Year        | 93                         | 25,200                 | 26,100        | 26,287      | 27,324                 |
| 5th Post-MD Year        | 90                         | 26,300                 | 27,200        | 27,366      | 28,450                 |
| 6th Post-MD Year        | 68                         | 27,000                 | 28,000        | 28,441      | 29,834                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 97                         | \$21,424               | \$21,750      | \$22,144    | \$22,950               |
| 2nd Post-MD Year        | 97                         | 22,100                 | 23,035        | 23,175      | 24,250                 |
| 3rd Post-MD Year        | 97                         | 23,200                 | 24,017        | 24,234      | 25,272                 |
| 4th Post-MD Year        | 94                         | 24,400                 | 25,000        | 25,371      | 26,478                 |
| 5th Post-MD Year        | 91                         | 25,417                 | 26,115        | 26,414      | 27,600                 |
| 6th Post-MD Year        | 69                         | 25,958                 | 27,200        | 27,353      | 28,842                 |

Table 9

Western Region: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 41                         | \$22,404               | \$23,136      | \$23,742    | \$25,700               |
| 2nd Post-MD Year        | 41                         | 24,430                 | 25,409        | 26,369      | 28,500                 |
| 3rd Post-MD Year        | 41                         | 25,780                 | 27,378        | 28,325      | 31,200                 |
| 4th Post-MD Year        | 41                         | 27,300                 | 29,358        | 30,235      | 33,700                 |
| 5th Post-MD Year        | 42                         | 28,692                 | 31,142        | 32,071      | 35,800                 |
| 6th Post-MD Year        | 38                         | 30,080                 | 32,970        | 33,847      | 37,047                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 43                         | \$21,540               | \$22,488      | \$22,812    | \$24,300               |
| 2nd Post-MD Year        | 43                         | 23,630                 | 25,194        | 25,380      | 27,230                 |
| 3rd Post-MD Year        | 43                         | 25,176                 | 27,098        | 27,300      | 29,504                 |
| 4th Post-MD Year        | 43                         | 26,532                 | 28,782        | 29,163      | 31,900                 |
| 5th Post-MD Year        | 42                         | 27,888                 | 30,360        | 30,998      | 34,022                 |
| 6th Post-MD Year        | 38                         | 29,232                 | 32,489        | 32,595      | 36,000                 |

Table 10

Mean and Median Stipend Increases by Region and Year of Training  
1988-89 Compared with 1987-88

| <u>Dollar Increases, by Region</u>     |                     |             |                 |             |                   |             |                |             |
|----------------------------------------|---------------------|-------------|-----------------|-------------|-------------------|-------------|----------------|-------------|
| <u>Year of Training</u>                | <u>Northeastern</u> |             | <u>Southern</u> |             | <u>Midwestern</u> |             | <u>Western</u> |             |
|                                        | <u>Median</u>       | <u>Mean</u> | <u>Median</u>   | <u>Mean</u> | <u>Median</u>     | <u>Mean</u> | <u>Median</u>  | <u>Mean</u> |
| 1st Post-MD Year                       | \$ 956              | \$ 975      | \$1,053         | \$ 864      | \$1,050           | \$ 809      | \$ 648         | \$ 930      |
| 2nd Post-MD Year                       | 1,178               | 982         | 971             | 833         | 965               | 881         | 215            | 989         |
| 3rd Post-MD Year                       | 1,120               | 1,040       | 1,006           | 791         | 1,109             | 887         | 280            | 1,025       |
| 4th Post-MD Year                       | 1,114               | 1,091       | 887             | 777         | 1,100             | 916         | 576            | 1,072       |
| 5th Post-MD Year                       | 1,200               | 1,113       | 661             | 797         | 1,085             | 952         | 782            | 1,073       |
| 6th Post-MD Year                       | 1,297               | 1,192       | 1,100           | 847         | 800               | 1,088       | 481            | 1,252       |
| <u>Percentage Increases, by Region</u> |                     |             |                 |             |                   |             |                |             |
| 1st Post-MD Year                       | 4.0%                | 4.0%        | 5.1%            | 4.2%        | 4.8%              | 3.7%        | 2.9%           | 4.1%        |
| 2nd Post-MD Year                       | 4.7                 | 3.8         | 4.5             | 3.8         | 4.2               | 3.8         | 0.9            | 3.9         |
| 3rd Post-MD Year                       | 4.2                 | 3.8         | 4.4             | 3.5         | 4.6               | 3.7         | 1.0            | 3.8         |
| 4th Post-MD Year                       | 4.0                 | 3.8         | 3.7             | 3.2         | 4.4               | 3.6         | 2.0            | 3.7         |
| 5th Post-MD Year                       | 4.0                 | 3.6         | 2.7             | 3.2         | 4.2               | 3.6         | 2.6            | 3.5         |
| 6th Post-MD Year                       | 4.0                 | 3.7         | 4.3             | 3.2         | 2.9               | 4.0         | 1.5            | 3.8         |

Table 11

A Comparison of Median Housestaff Stipends for 1988-89,  
By Year of Training and Hospital Affiliation

| <u>1988-89 Median Stipend, by Affiliation Relationship</u>                                     |                              |                            |                              |                   |
|------------------------------------------------------------------------------------------------|------------------------------|----------------------------|------------------------------|-------------------|
| <u>Year of Training</u>                                                                        | <u>University-<br/>Owned</u> | <u>Major<br/>Affiliate</u> | <u>Limited<br/>Affiliate</u> | <u>Nationwide</u> |
| 1st Post-MD Year                                                                               | \$22,400                     | \$23,076                   | \$23,200                     | \$23,000          |
| 2nd Post-MD Year                                                                               | 23,811                       | 24,552                     | 25,175                       | 24,430            |
| 3rd Post-MD Year                                                                               | 24,900                       | 25,750                     | 26,700                       | 25,607            |
| 4th Post-MD Year                                                                               | 26,476                       | 27,000                     | 27,875                       | 27,000            |
| 5th Post-MD Year                                                                               | 27,881                       | 28,317                     | 29,408                       | 28,317            |
| 6th Post-MD Year                                                                               | 29,148                       | 29,632                     | 30,414                       | 29,665            |
| <u>1988-89 Median Stipend as Percent of Nationwide Median,<br/>by Affiliation Relationship</u> |                              |                            |                              |                   |
| 1st Post-MD Year                                                                               | 97.4%                        | 100.3%                     | 100.9%                       | 100.0%            |
| 2nd Post-MD Year                                                                               | 97.5                         | 100.5                      | 103.0                        | 100.0             |
| 3rd Post-MD Year                                                                               | 97.2                         | 100.6                      | 104.3                        | 100.0             |
| 4th Post-MD Year                                                                               | 98.1                         | 100.0                      | 103.2                        | 100.0             |
| 5th Post-MD Year                                                                               | 98.5                         | 100.0                      | 103.9                        | 100.0             |
| 6th Post-MD Year                                                                               | 98.3                         | 99.9                       | 102.5                        | 100.0             |

**Figure 2:**  
**First Post-M.D. Year Median Stipend Data:**  
**A Six Year Comparison by Affiliation**

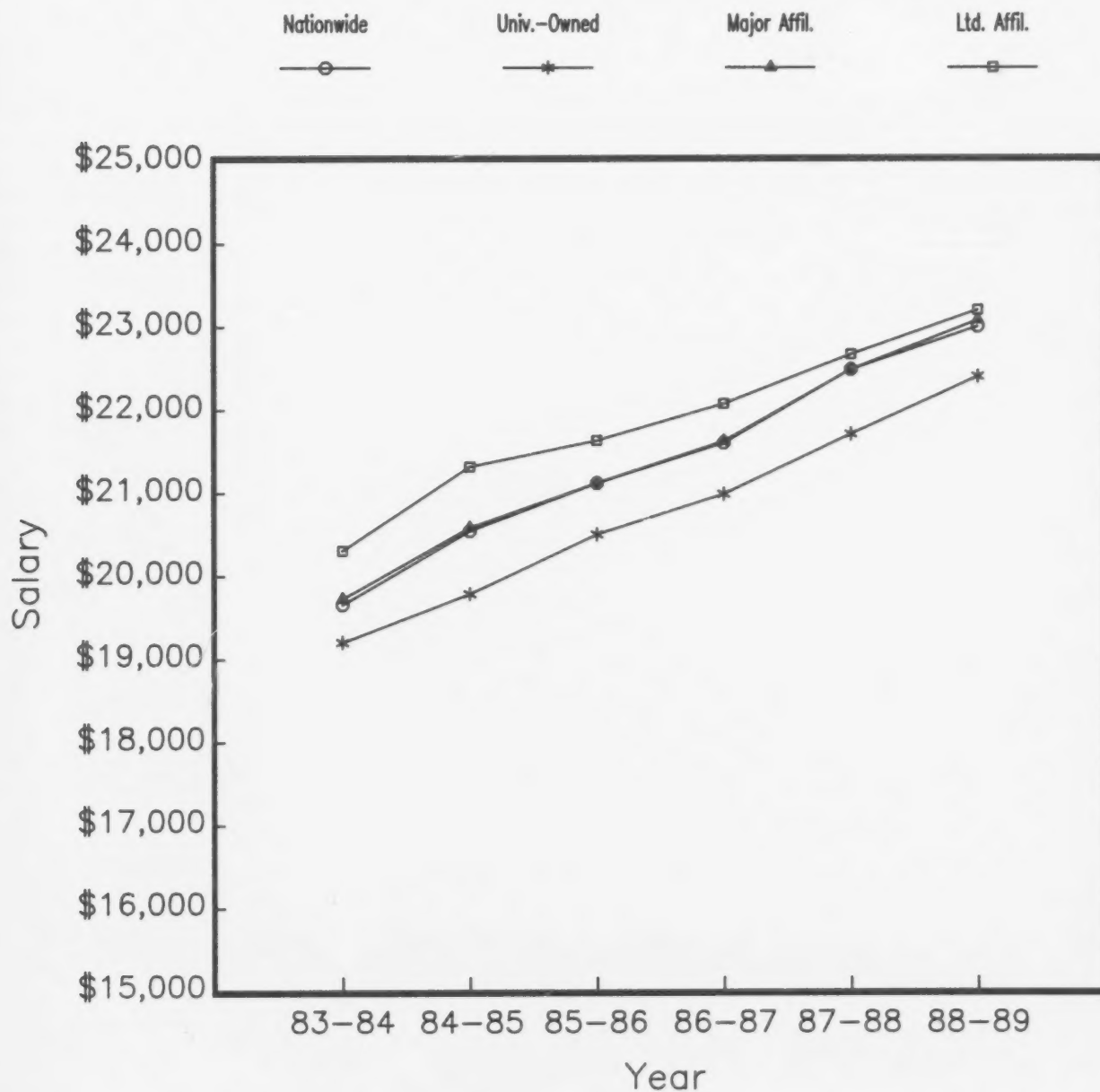


Table 12

University-Owned Hospitals: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 49                         | \$21,775               | \$22,400      | \$23,298    | \$24,200               |
| 2nd Post-MD Year        | 49                         | 23,000                 | 23,811        | 24,816      | 25,786                 |
| 3rd Post-MD Year        | 49                         | 24,100                 | 24,900        | 26,190      | 27,437                 |
| 4th Post-MD Year        | 48                         | 25,200                 | 26,476        | 27,640      | 29,135                 |
| 5th Post-MD Year        | 48                         | 26,186                 | 27,881        | 28,958      | 30,444                 |
| 6th Post-MD Year        | 46                         | 27,024                 | 29,148        | 30,220      | 31,670                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 51                         | \$20,670               | \$21,775      | \$22,269    | \$23,171               |
| 2nd Post-MD Year        | 51                         | 22,050                 | 22,996        | 23,720      | 24,558                 |
| 3rd Post-MD Year        | 51                         | 22,830                 | 24,343        | 25,034      | 26,130                 |
| 4th Post-MD Year        | 50                         | 24,050                 | 25,566        | 26,413      | 27,562                 |
| 5th Post-MD Year        | 50                         | 25,000                 | 26,789        | 27,673      | 28,721                 |
| 6th Post-MD Year        | 48                         | 25,700                 | 27,974        | 28,867      | 29,600                 |

Table 13

Major Affiliate: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 249                        | \$22,000               | \$23,076      | \$23,654    | \$24,941               |
| 2nd Post-MD Year        | 249                        | 23,150                 | 24,552        | 25,162      | 26,500                 |
| 3rd Post-MD Year        | 249                        | 24,268                 | 25,750        | 26,520      | 27,800                 |
| 4th Post-MD Year        | 247                        | 25,339                 | 27,000        | 27,801      | 29,300                 |
| 5th Post-MD Year        | 241                        | 26,350                 | 28,317        | 29,075      | 31,158                 |
| 6th Post-MD Year        | 198                        | 27,352                 | 29,632        | 30,503      | 33,336                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 254                        | \$21,280               | \$22,296      | \$22,802    | \$24,019               |
| 2nd Post-MD Year        | 254                        | 22,241                 | 23,841        | 24,283      | 25,500                 |
| 3rd Post-MD Year        | 254                        | 23,375                 | 25,017        | 25,633      | 26,668                 |
| 4th Post-MD Year        | 251                        | 24,450                 | 26,400        | 26,898      | 28,000                 |
| 5th Post-MD Year        | 245                        | 25,417                 | 27,600        | 28,147      | 29,958                 |
| 6th Post-MD Year        | 203                        | 26,315                 | 29,084        | 29,491      | 32,052                 |

Table 14

Limited Affiliate: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 34                         | \$22,281               | \$23,200      | \$23,514    | \$24,420               |
| 2nd Post-MD Year        | 35                         | 23,500                 | 25,175        | 25,077      | 26,052                 |
| 3rd Post-MD Year        | 35                         | 24,455                 | 26,700        | 26,482      | 27,367                 |
| 4th Post-MD Year        | 35                         | 25,584                 | 27,875        | 27,994      | 29,174                 |
| 5th Post-MD Year        | 33                         | 27,900                 | 29,408        | 29,705      | 31,429                 |
| 6th Post-MD Year        | 22                         | 28,746                 | 30,414        | 31,102      | 33,218                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 36                         | \$21,540               | \$22,500      | \$22,776    | \$23,920               |
| 2nd Post-MD Year        | 37                         | 23,273                 | 24,300        | 24,479      | 25,522                 |
| 3rd Post-MD Year        | 37                         | 23,974                 | 26,011        | 25,934      | 26,957                 |
| 4th Post-MD Year        | 37                         | 25,200                 | 27,375        | 27,432      | 28,392                 |
| 5th Post-MD Year        | 33                         | 27,580                 | 28,900        | 29,133      | 30,748                 |
| 6th Post-MD Year        | 21                         | 28,912                 | 30,400        | 30,438      | 32,489                 |

Table 15

Mean and Median Stipend Increases by Hospital Affiliation  
Relationship and Year of Training  
1988-89 Compared with 1987-88

| <u>Dollar Increases, by Affiliation Relationship</u>     |                              |             |                            |             |                              |             |
|----------------------------------------------------------|------------------------------|-------------|----------------------------|-------------|------------------------------|-------------|
| <u>Year of Training</u>                                  | <u>University-<br/>Owned</u> |             | <u>Major<br/>Affiliate</u> |             | <u>Limited<br/>Affiliate</u> |             |
|                                                          | <u>Median</u>                | <u>Mean</u> | <u>Median</u>              | <u>Mean</u> | <u>Median</u>                | <u>Mean</u> |
| 1st Post-MD Year                                         | \$ 625                       | \$1,029     | \$ 780                     | \$ 852      | \$ 700                       | \$ 738      |
| 2nd Post-MD Year                                         | 815                          | 1,096       | 711                        | 879         | 875                          | 598         |
| 3rd Post-MD Year                                         | 577                          | 1,156       | 733                        | 887         | 689                          | 548         |
| 4th Post-MD Year                                         | 910                          | 1,227       | 600                        | 903         | 500                          | 562         |
| 5th Post-MD Year                                         | 1,092                        | 1,285       | 717                        | 928         | 508                          | 572         |
| 6th Post-MD Year                                         | 1,174                        | 1,353       | 548                        | 1,012       | 14                           | 664         |
| <u>Percentage Increases, by Affiliation Relationship</u> |                              |             |                            |             |                              |             |
| 1st Post-MD Year                                         | 2.9%                         | 4.6%        | 3.5%                       | 3.7%        | 3.1%                         | 3.2%        |
| 2nd Post-MD Year                                         | 3.5                          | 4.6         | 3.0                        | 3.6         | 3.6                          | 2.4         |
| 3rd Post-MD Year                                         | 2.3                          | 4.6         | 2.9                        | 3.5         | 2.6                          | 2.1         |
| 4th Post-MD Year                                         | 3.6                          | 4.6         | 2.3                        | 3.4         | 1.8                          | 2.0         |
| 5th Post-MD Year                                         | 4.1                          | 4.6         | 2.6                        | 3.3         | 1.8                          | 2.0         |
| 6th Post-MD Year                                         | 4.2                          | 4.7         | 1.9                        | 3.4         | 0.0                          | 2.2         |

Table 16  
A Comparison of Median Housestaff Stipends for 1988-89,  
By Year of Training and Hospital Ownership

| Year of Training                                                                 | 1988-89 Median Stipend, by Hospital Ownership |                       |                  |                    |                            |            |
|----------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|------------------|--------------------|----------------------------|------------|
|                                                                                  | State-<br>Owned                               | Municipally-<br>Owned | Church-<br>Owned | Other<br>Nonprofit | Veterans<br>Administration | Nationwide |
| 1st Post-MD Year                                                                 | \$22,000                                      | \$22,958              | \$22,800         | \$23,510           | \$22,300                   | \$23,000   |
| 2nd Post-MD Year                                                                 | 23,300                                        | 24,540                | 24,250           | 25,000             | 23,500                     | 24,430     |
| 3rd Post-MD Year                                                                 | 24,344                                        | 25,893                | 25,500           | 26,220             | 24,752                     | 25,607     |
| 4th Post-MD Year                                                                 | 25,512                                        | 27,300                | 26,808           | 27,583             | 25,705                     | 27,000     |
| 5th Post-MD Year                                                                 | 26,741                                        | 28,409                | 28,038           | 28,858             | 27,132                     | 28,317     |
| 6th Post-MD Year                                                                 | 28,065                                        | 30,084                | 29,256           | 30,325             | 28,560                     | 29,665     |
| 1988-89 Median Stipend as Percent of Nationwide Median,<br>by Hospital Ownership |                                               |                       |                  |                    |                            |            |
| 1st Post-MD Year                                                                 | 95.7%                                         | 99.8%                 | 99.1%            | 102.2%             | 97.0%                      | 100.0%     |
| 2nd Post-MD Year                                                                 | 95.4                                          | 100.5                 | 99.3             | 102.3              | 96.2                       | 100.0      |
| 3rd Post-MD Year                                                                 | 95.1                                          | 101.1                 | 99.6             | 102.4              | 96.7                       | 100.0      |
| 4th Post-MD Year                                                                 | 94.5                                          | 101.1                 | 99.3             | 102.2              | 95.2                       | 100.0      |
| 5th Post-MD Year                                                                 | 94.4                                          | 100.3                 | 99.0             | 101.9              | 95.8                       | 100.0      |
| 6th Post-MD Year                                                                 | 94.6                                          | 101.4                 | 98.6             | 102.2              | 96.3                       | 100.0      |

**Figure 3:**  
**First Post-M.D. Year Median Stipend Data:**  
**A Six Year Comparison by**  
**Type of Ownership**

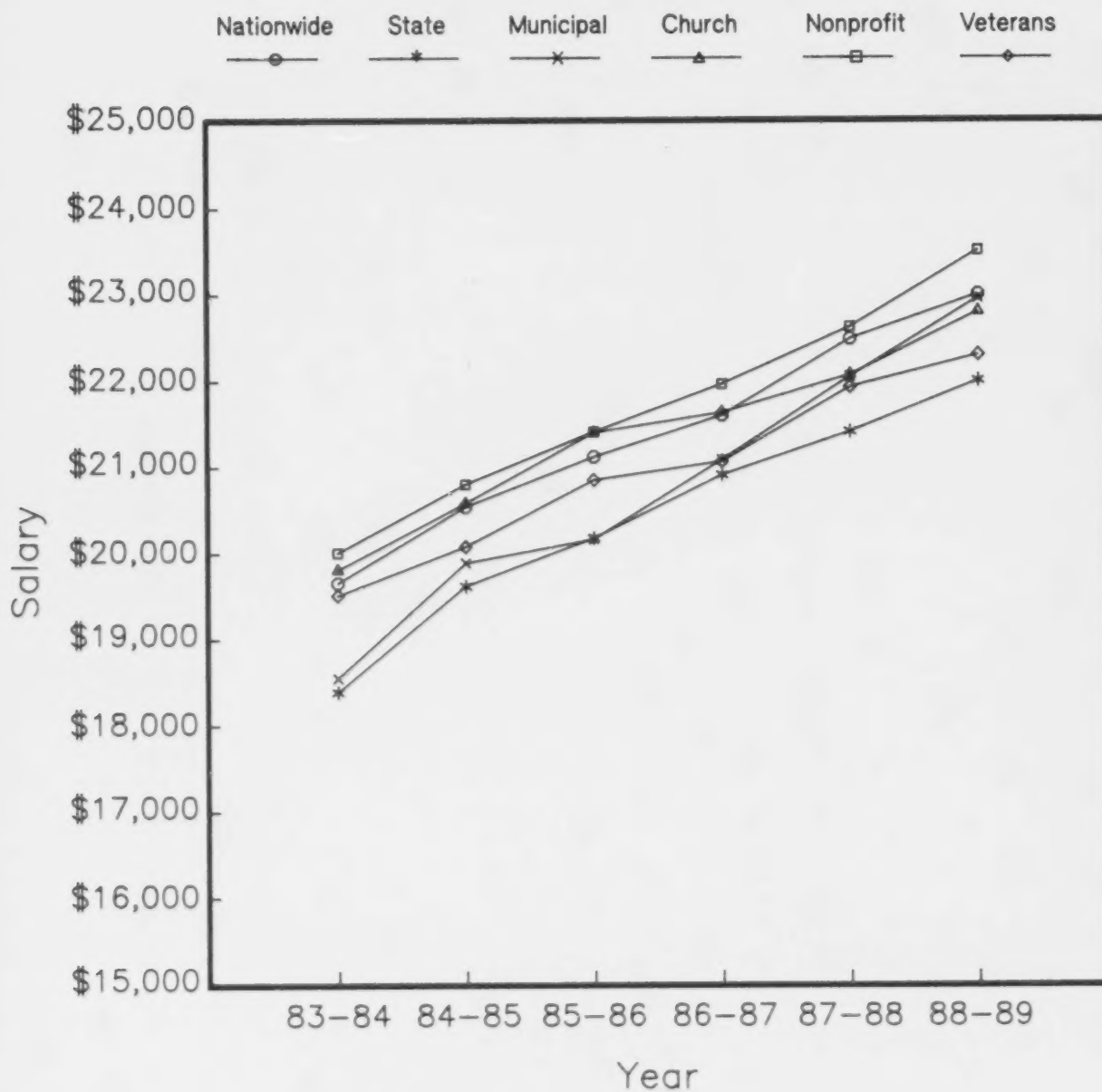


Table 17

State-Owned Hospitals: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 39                         | \$21,269               | \$22,000      | \$23,191    | \$25,531               |
| 2nd Post-MD Year        | 39                         | 22,349                 | 23,300        | 24,664      | 26,761                 |
| 3rd Post-MD Year        | 39                         | 23,497                 | 24,344        | 26,085      | 27,988                 |
| 4th Post-MD Year        | 38                         | 25,057                 | 25,512        | 27,564      | 29,216                 |
| 5th Post-MD Year        | 38                         | 26,160                 | 26,741        | 28,923      | 30,444                 |
| 6th Post-MD Year        | 37                         | 27,024                 | 28,065        | 30,224      | 31,670                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 40                         | \$20,650               | \$21,443      | \$22,208    | \$22,825               |
| 2nd Post-MD Year        | 40                         | 21,504                 | 22,626        | 23,636      | 24,125                 |
| 3rd Post-MD Year        | 40                         | 22,765                 | 23,824        | 24,996      | 25,480                 |
| 4th Post-MD Year        | 39                         | 23,700                 | 24,965        | 26,409      | 27,562                 |
| 5th Post-MD Year        | 39                         | 24,900                 | 26,476        | 27,711      | 28,721                 |
| 6th Post-MD Year        | 38                         | 25,750                 | 27,962        | 28,958      | 29,877                 |

Table 18

Municipally-Owned Hospitals: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 29                         | \$21,290               | \$22,958      | \$23,762    | \$24,740               |
| 2nd Post-MD Year        | 29                         | 22,451                 | 24,540        | 25,846      | 28,618                 |
| 3rd Post-MD Year        | 29                         | 23,363                 | 25,893        | 27,440      | 31,009                 |
| 4th Post-MD Year        | 29                         | 24,228                 | 27,300        | 28,752      | 33,415                 |
| 5th Post-MD Year        | 29                         | 25,206                 | 28,409        | 30,007      | 35,757                 |
| 6th Post-MD Year        | 27                         | 25,876                 | 30,084        | 31,422      | 37,054                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 31                         | \$20,500               | \$22,047      | \$22,868    | \$24,401               |
| 2nd Post-MD Year        | 31                         | 21,500                 | 23,890        | 24,714      | 27,230                 |
| 3rd Post-MD Year        | 31                         | 22,464                 | 25,176        | 26,251      | 29,504                 |
| 4th Post-MD Year        | 30                         | 23,409                 | 26,411        | 27,631      | 31,794                 |
| 5th Post-MD Year        | 30                         | 24,354                 | 27,518        | 28,843      | 34,022                 |
| 6th Post-MD Year        | 29                         | 25,004                 | 29,084        | 29,899      | 35,100                 |

Table 19

Church-Owned Hospitals: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 42                         | \$22,428               | \$22,800      | \$23,506    | \$24,285               |
| 2nd Post-MD Year        | 42                         | 23,400                 | 24,250        | 24,870      | 25,480                 |
| 3rd Post-MD Year        | 42                         | 24,400                 | 25,500        | 26,136      | 26,780                 |
| 4th Post-MD Year        | 42                         | 25,600                 | 26,808        | 27,408      | 28,187                 |
| 5th Post-MD Year        | 41                         | 26,795                 | 28,038        | 28,621      | 29,590                 |
| 6th Post-MD Year        | 27                         | 27,704                 | 29,256        | 29,762      | 31,670                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 44                         | \$21,502               | \$21,892      | \$22,684    | \$23,350               |
| 2nd Post-MD Year        | 44                         | 22,638                 | 23,200        | 24,064      | 25,050                 |
| 3rd Post-MD Year        | 44                         | 23,750                 | 24,400        | 25,334      | 26,208                 |
| 4th Post-MD Year        | 44                         | 24,915                 | 25,700        | 26,587      | 27,664                 |
| 5th Post-MD Year        | 42                         | 26,022                 | 27,256        | 27,860      | 29,287                 |
| 6th Post-MD Year        | 27                         | 26,800                 | 29,084        | 29,153      | 31,000                 |

Table 20

Other Nonprofit Hospitals: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 167                        | \$22,408               | \$23,510      | \$23,858    | \$24,941               |
| 2nd Post-MD Year        | 168                        | 23,562                 | 25,000        | 25,344      | 26,405                 |
| 3rd Post-MD Year        | 168                        | 24,571                 | 26,220        | 26,723      | 27,700                 |
| 4th Post-MD Year        | 166                        | 26,000                 | 27,583        | 28,070      | 29,216                 |
| 5th Post-MD Year        | 159                        | 26,800                 | 28,858        | 29,456      | 31,158                 |
| 6th Post-MD Year        | 120                        | 28,100                 | 30,325        | 31,047      | 33,336                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 169                        | \$21,540               | \$22,600      | \$22,935    | \$24,000               |
| 2nd Post-MD Year        | 170                        | 22,800                 | 24,084        | 24,436      | 25,512                 |
| 3rd Post-MD Year        | 170                        | 23,800                 | 25,300        | 25,812      | 26,743                 |
| 4th Post-MD Year        | 168                        | 24,800                 | 26,625        | 27,120      | 28,000                 |
| 5th Post-MD Year        | 160                        | 25,856                 | 27,888        | 28,442      | 29,958                 |
| 6th Post-MD Year        | 121                        | 27,200                 | 29,446        | 29,936      | 32,053                 |

Table 21

Veterans Administration Hospitals: Housestaff Stipends for 1988-89  
and 1987-88, By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 60                         | \$21,230               | \$22,300      | \$23,216    | \$24,958               |
| 2nd Post-MD Year        | 60                         | 22,750                 | 23,500        | 24,700      | 25,770                 |
| 3rd Post-MD Year        | 60                         | 23,497                 | 24,752        | 25,998      | 26,700                 |
| 4th Post-MD Year        | 60                         | 24,529                 | 25,705        | 27,231      | 28,100                 |
| 5th Post-MD Year        | 60                         | 25,800                 | 27,132        | 28,497      | 29,196                 |
| 6th Post-MD Year        | 56                         | 26,750                 | 28,560        | 29,812      | 30,673                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 61                         | \$20,413               | \$22,038      | \$22,428    | \$24,075               |
| 2nd Post-MD Year        | 61                         | 26,690                 | 23,227        | 23,887      | 25,246                 |
| 3rd Post-MD Year        | 61                         | 22,750                 | 24,400        | 25,169      | 26,364                 |
| 4th Post-MD Year        | 61                         | 23,840                 | 25,595        | 26,412      | 27,512                 |
| 5th Post-MD Year        | 61                         | 25,000                 | 26,373        | 27,667      | 29,224                 |
| 6th Post-MD Year        | 57                         | 25,958                 | 27,798        | 28,882      | 30,424                 |

Table 22

Mean and Median Stipend Increases by Hospital Ownership and Year of Training  
1988-89 Compared with 1987-88

| Year of Training                            | Dollar Increases, by Hospital Ownership |       |                   |        |              |       |                 |       |                         |       |
|---------------------------------------------|-----------------------------------------|-------|-------------------|--------|--------------|-------|-----------------|-------|-------------------------|-------|
|                                             | State-Owned                             |       | Municipally-Owned |        | Church-Owned |       | Other Nonprofit |       | Veterans Administration |       |
|                                             | Median                                  | Mean  | Median            | Mean   | Median       | Mean  | Median          | Mean  | Median                  | Mean  |
| 1st Post-MD Year                            | \$557                                   | \$983 | \$ 911            | \$ 894 | \$908        | \$822 | \$910           | \$923 | \$ 262                  | \$788 |
| 2nd Post-MD Year                            | 674                                     | 1,028 | 650               | 1,132  | 1,050        | 806   | 916             | 908   | 273                     | 813   |
| 3rd Post-MD Year                            | 520                                     | 1,089 | 717               | 1,189  | 1,100        | 802   | 920             | 911   | 352                     | 829   |
| 4th Post-MD Year                            | 547                                     | 1,155 | 889               | 1,121  | 1,108        | 821   | 958             | 950   | 110                     | 819   |
| 5th Post-MD Year                            | 265                                     | 1,212 | 891               | 1,164  | 782          | 761   | 970             | 1,014 | 759                     | 830   |
| 6th Post-MD Year                            | 103                                     | 1,266 | 1,000             | 1,523  | 172          | 609   | 879             | 1,111 | 762                     | 930   |
| Percentage Increases, by Hospital Ownership |                                         |       |                   |        |              |       |                 |       |                         |       |
| 1st Post-MD Year                            | 2.6%                                    | 4.4%  | 4.1%              | 3.9%   | 4.1%         | 3.6%  | 4.0%            | 4.0%  | 1.2%                    | 3.5%  |
| 2nd Post-MD Year                            | 3.0                                     | 4.3   | 2.7               | 4.6    | 4.5          | 3.3   | 3.8             | 3.7   | 1.2                     | 3.4   |
| 3rd Post-MD Year                            | 2.2                                     | 4.4   | 2.8               | 4.5    | 4.5          | 3.2   | 3.6             | 3.5   | 1.4                     | 3.3   |
| 4th Post-MD Year                            | 2.2                                     | 4.4   | 3.4               | 4.1    | 4.3          | 3.1   | 3.6             | 3.5   | 0.4                     | 3.1   |
| 5th Post-MD Year                            | 1.0                                     | 4.4   | 3.2               | 4.0    | 2.9          | 2.7   | 3.5             | 3.6   | 2.9                     | 3.0   |
| 6th Post-MD Year                            | 0.4                                     | 4.4   | 3.4               | 5.1    | 0.6          | 2.1   | 3.0             | 3.7   | 2.7                     | 3.2   |

Table 23

A Comparison of Median Housestaff Stipends for 1988-89,  
By Year of Training and Hospital Bed Size

| <u>1988-89 Median Stipend, by Hospital Bed Size</u>                                     |                     |                |                |                    |                   |
|-----------------------------------------------------------------------------------------|---------------------|----------------|----------------|--------------------|-------------------|
| <u>Year of Training</u>                                                                 | <u>399 or Fewer</u> | <u>400-549</u> | <u>550-699</u> | <u>700 or More</u> | <u>Nationwide</u> |
| 1st Post-MD Year                                                                        | \$23,136            | \$22,898       | \$22,804       | \$23,076           | \$23,000          |
| 2nd Post-MD Year                                                                        | 24,400              | 24,535         | 24,400         | 24,606             | 24,430            |
| 3rd Post-MD Year                                                                        | 25,466              | 25,620         | 25,557         | 25,600             | 25,607            |
| 4th Post-MD Year                                                                        | 27,000              | 27,000         | 26,900         | 27,000             | 27,000            |
| 5th Post-MD Year                                                                        | 28,470              | 28,156         | 28,300         | 28,409             | 28,317            |
| 6th Post-MD Year                                                                        | 29,800              | 29,256         | 29,300         | 30,102             | 29,665            |
| <u>1988-89 Median Stipend as Percent of Nationwide Median,<br/>by Hospital Bed Size</u> |                     |                |                |                    |                   |
| 1st Post-MD Year                                                                        | 100.6%              | 99.6%          | 99.1%          | 100.3%             | 100.0%            |
| 2nd Post-MD Year                                                                        | 99.9                | 100.4          | 99.9           | 100.7              | 100.0             |
| 3rd Post-MD Year                                                                        | 99.4                | 100.1          | 99.8           | 100.0              | 100.0             |
| 4th Post-MD Year                                                                        | 100.0               | 100.0          | 99.6           | 100.0              | 100.0             |
| 5th Post-MD Year                                                                        | 100.5               | 99.4           | 99.9           | 100.3              | 100.0             |
| 6th Post-MD Year                                                                        | 100.5               | 98.6           | 98.8           | 101.5              | 100.0             |

Table 24

Hospitals with 399 or Fewer Beds: Housestaff Stipends for 1988-89  
and 1987-88, By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 87                         | \$21,925               | \$23,136      | \$23,206    | \$24,035               |
| 2nd Post-MD Year        | 88                         | 23,078                 | 24,400        | 24,729      | 25,773                 |
| 3rd Post-MD Year        | 88                         | 24,300                 | 25,466        | 26,059      | 27,096                 |
| 4th Post-MD Year        | 88                         | 25,500                 | 27,000        | 27,425      | 28,900                 |
| 5th Post-MD Year        | 85                         | 26,620                 | 28,450        | 28,959      | 31,158                 |
| 6th Post-MD Year        | 67                         | 27,458                 | 29,800        | 30,311      | 33,204                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 90                         | \$21,408               | 22,296        | \$22,441    | \$23,550               |
| 2nd Post-MD Year        | 91                         | 22,350                 | 23,630        | 23,957      | 25,250                 |
| 3rd Post-MD Year        | 91                         | 23,400                 | 24,980        | 25,250      | 26,500                 |
| 4th Post-MD Year        | 91                         | 24,525                 | 26,340        | 26,576      | 27,850                 |
| 5th Post-MD Year        | 86                         | 25,430                 | 27,780        | 28,031      | 29,958                 |
| 6th Post-MD Year        | 68                         | 26,501                 | 29,232        | 29,298      | 31,400                 |

Table 25

Hospitals with 400-549 Beds: Housestaff Stipends for 188-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 95                         | \$21,932               | \$22,898      | \$23,524    | \$24,740               |
| 2nd Post-MD Year        | 95                         | 23,000                 | 24,535        | 25,063      | 26,250                 |
| 3rd Post-MD Year        | 95                         | 23,980                 | 25,620        | 26,394      | 27,955                 |
| 4th Post-MD Year        | 93                         | 24,856                 | 27,000        | 27,730      | 29,216                 |
| 5th Post-MD Year        | 89                         | 26,000                 | 28,156        | 28,903      | 30,740                 |
| 6th Post-MD Year        | 74                         | 26,800                 | 29,256        | 30,198      | 32,640                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 97                         | \$21,033               | \$22,000      | \$22,457    | \$23,412               |
| 2nd Post-MD Year        | 97                         | 22,100                 | 23,725        | 23,965      | 25,000                 |
| 3rd Post-MD Year        | 97                         | 23,058                 | 25,043        | 25,284      | 26,314                 |
| 4th Post-MD Year        | 94                         | 23,932                 | 26,282        | 26,612      | 27,837                 |
| 5th Post-MD Year        | 90                         | 25,050                 | 27,406        | 27,737      | 29,318                 |
| 6th Post-MD Year        | 76                         | 25,506                 | 28,226        | 28,893      | 30,882                 |

Table 26

Hospitals with 550-699 Beds: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 74                         | \$22,008               | \$22,804      | \$23,656    | \$25,000               |
| 2nd Post-MD Year        | 74                         | 23,200                 | 24,400        | 25,150      | 26,750                 |
| 3rd Post-MD Year        | 74                         | 24,147                 | 25,557        | 26,565      | 27,988                 |
| 4th Post-MD Year        | 73                         | 25,584                 | 26,900        | 27,903      | 29,358                 |
| 5th Post-MD Year        | 73                         | 26,795                 | 28,300        | 29,225      | 31,159                 |
| 6th Post-MD Year        | 58                         | 27,915                 | 29,300        | 30,475      | 33,175                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 74                         | \$21,000               | \$22,076      | \$22,782    | \$24,198               |
| 2nd Post-MD Year        | 74                         | 22,096                 | 23,700        | 24,304      | 25,522                 |
| 3rd Post-MD Year        | 74                         | 23,300                 | 24,973        | 25,690      | 26,957                 |
| 4th Post-MD Year        | 73                         | 24,829                 | 26,250        | 27,007      | 28,392                 |
| 5th Post-MD Year        | 73                         | 26,022                 | 27,600        | 28,330      | 29,958                 |
| 6th Post-MD Year        | 58                         | 26,900                 | 28,299        | 29,492      | 31,900                 |

Table 27

Hospitals with 700 or More Beds: Housestaff Stipends for 1988-89  
and 1987-88, By Year of Training

| <u>1988-89</u>          |                            |                        |               |             |                        |
|-------------------------|----------------------------|------------------------|---------------|-------------|------------------------|
| <u>Year of Training</u> | <u>Number of Hospitals</u> | <u>25th Percentile</u> | <u>Median</u> | <u>Mean</u> | <u>75th Percentile</u> |
| 1st Post-MD Year        | 82                         | \$22,000               | \$23,076      | \$24,085    | \$25,531               |
| 2nd Post-MD Year        | 82                         | 23,160                 | 24,606        | 25,602      | 27,818                 |
| 3rd Post-MD Year        | 82                         | 24,300                 | 25,600        | 27,030      | 29,259                 |
| 4th Post-MD Year        | 82                         | 25,370                 | 27,000        | 28,298      | 30,410                 |
| 5th Post-MD Year        | 81                         | 26,450                 | 28,409        | 29,551      | 32,300                 |
| 6th Post-MD Year        | 69                         | 27,450                 | 30,102        | 31,281      | 36,751                 |
| <u>1987-88</u>          |                            |                        |               |             |                        |
| 1st Post-MD Year        | 85                         | \$21,443               | \$22,296      | \$23,243    | \$24,300               |
| 2nd Post-MD Year        | 85                         | 22,626                 | 23,890        | 24,702      | 26,775                 |
| 3rd Post-MD Year        | 85                         | 23,750                 | 25,017        | 26,149      | 28,950                 |
| 4th Post-MD Year        | 85                         | 24,717                 | 26,411        | 27,387      | 30,917                 |
| 5th Post-MD Year        | 84                         | 25,502                 | 27,477        | 28,617      | 32,130                 |
| 6th Post-MD Year        | 71                         | 26,750                 | 29,084        | 30,282      | 35,000                 |

Table 28

Mean and Median Stipend Increases by Hospital  
Bed Size and Year of Training  
1988-89 Compared with 1987-88

| <u>Dollar Increases, by Hospital Bed Size</u>     |                     |             |                |             |                |             |                    |             |
|---------------------------------------------------|---------------------|-------------|----------------|-------------|----------------|-------------|--------------------|-------------|
| <u>Year of Training</u>                           | <u>399 or Fewer</u> |             | <u>400-549</u> |             | <u>550-699</u> |             | <u>700 or More</u> |             |
|                                                   | <u>Median</u>       | <u>Mean</u> | <u>Median</u>  | <u>Mean</u> | <u>Median</u>  | <u>Mean</u> | <u>Median</u>      | <u>Mean</u> |
| 1st Post-MD Year                                  | \$ 840              | \$ 765      | \$ 898         | \$1,067     | \$ 728         | \$874       | \$ 780             | \$842       |
| 2nd Post-MD Year                                  | 770                 | 772         | 810            | 1,098       | 700            | 846         | 716                | 900         |
| 3rd Post-MD Year                                  | 486                 | 809         | 577            | 1,110       | 584            | 875         | 583                | 881         |
| 4th Post-MD Year                                  | 660                 | 849         | 718            | 1,118       | 650            | 896         | 589                | 911         |
| 5th Post-MD Year                                  | 670                 | 928         | 750            | 1,166       | 700            | 895         | 932                | 934         |
| 6th Post-MD Year                                  | 568                 | 1,013       | 1,030          | 1,305       | 1,001          | 983         | 1,018              | 999         |
| <u>Percentage Increases, by Hospital Bed Size</u> |                     |             |                |             |                |             |                    |             |
| 1st Post-MD Year                                  | 3.8%                | 3.4%        | 4.1%           | 4.8%        | 3.3%           | 3.8%        | 3.5%               | 3.6%        |
| 2nd Post-MD Year                                  | 3.3                 | 3.2         | 3.4            | 4.6         | 3.0            | 3.5         | 3.0                | 3.6         |
| 3rd Post-MD Year                                  | 1.9                 | 3.2         | 2.3            | 4.4         | 2.3            | 3.4         | 2.3                | 3.4         |
| 4th Post-MD Year                                  | 2.5                 | 3.2         | 2.7            | 4.2         | 2.5            | 3.3         | 2.2                | 3.3         |
| 5th Post-MD Year                                  | 2.4                 | 3.3         | 2.7            | 4.2         | 2.5            | 3.2         | 3.4                | 3.3         |
| 6th Post-MD Year                                  | 1.9                 | 3.5         | 3.6            | 4.5         | 3.5            | 3.3         | 3.5                | 3.3         |

Table 29  
Mean First-Year Stipend Indexed to  
National Mean by City  
1988-89

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|                      | <u>Mean 1st Yr.<br/>Stipend</u> | <u>Index Value</u> |
|----------------------|---------------------------------|--------------------|
| National             | \$23,607                        | 1.0000             |
| Akron-Youngstown, OH | 23,755                          | 1.0063             |
| Atlanta, GA          | 20,880                          | .8845              |
| Baltimore, MD        | 22,190                          | .9400              |
| Boston, MA           | 25,457                          | 1.0784             |
| Chicago, IL          | 22,560                          | .9557              |
| Cincinnati, OH       | 22,570                          | .9561              |
| Dallas, TX           | 21,383                          | .9058              |
| Dayton, OH           | 23,171                          | .9816              |
| Detroit, MI          | 24,338                          | 1.0310             |
| District of Columbia | 22,084                          | .9355              |
| Hartford, CT         | 24,258                          | 1.0276             |
| Houston, TX          | 22,834                          | .9673              |
| Indianapolis, IN     | 21,422                          | .9075              |
| Long Island, NY      | 28,305                          | 1.1991             |
| Los Angeles, CA      | 24,544                          | 1.0397             |
| Milwaukee, WI        | 22,250                          | .9426              |
| New Orleans, LA      | 21,350                          | .9044              |
| New York, NY         | 28,842                          | 1.2218             |
| Philadelphia, PA     | 24,762                          | 1.0490             |
| Pittsburg, PA        | 23,905                          | 1.0127             |
| Rochester, NY        | 22,461                          | .9515              |
| Seattle, WA          | 23,137                          | .9801              |
| St. Louis, MO        | 23,694                          | 1.0037             |
|                      |                                 |                    |
| All Other Cities     | 22,908                          | .9704              |

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Table 30

Akron-Youngstown-Canton, Ohio: Housestaff Stipends for 1988-89  
and 1987-88, By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$23,755    | \$23,000      | \$27,045       | 7                          |
| 2nd Post-MD Year        | 25,017      | 24,000        | 29,445         | 7                          |
| 3rd Post-MD Year        | 26,424      | 25,000        | 31,845         | 7                          |
| 4th Post-MD Year        | 27,711      | 25,750        | 34,245         | 7                          |
| 5th Post-MD Year        | 27,680      | 26,500        | 28,450         | 5                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$23,099    | \$22,000      | \$27,045       | 7                          |
| 2nd Post-MD Year        | 24,406      | 23,000        | 29,445         | 7                          |
| 3rd Post-MD Year        | 25,727      | 24,000        | 31,845         | 7                          |
| 4th Post-MD Year        | 26,960      | 25,000        | 34,245         | 7                          |
| 5th Post-MD Year        | 26,790      | 25,750        | 27,600         | 7                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |

\*Too few respondents to report data.

Table 31

Atlanta, Georgia: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$20,880    | \$20,880      | \$20,880       | 4                          |
| 2nd Post-MD Year        | 21,780      | 21,780        | 21,780         | 4                          |
| 3rd Post-MD Year        | 22,680      | 22,680        | 22,680         | 4                          |
| 4th Post-MD Year        | 23,580      | 23,580        | 23,580         | 4                          |
| 5th Post-MD Year        | 24,480      | 24,480        | 24,480         | 4                          |
| 6th Post-MD Year        | 25,380      | 25,380        | 25,380         | 4                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$20,280    | \$20,280      | \$20,280       | 5                          |
| 2nd Post-MD Year        | 21,180      | 21,180        | 21,180         | 5                          |
| 3rd Post-MD Year        | 22,080      | 22,080        | 22,080         | 5                          |
| 4th Post-MD Year        | 22,980      | 22,980        | 22,980         | 5                          |
| 5th Post-MD Year        | 23,880      | 23,880        | 23,880         | 5                          |
| 6th Post-MD Year        | 24,780      | 24,780        | 24,780         | 5                          |

Table 32

Baltimore, Maryland: Housestaff Stipends for 1988-89 and 1987-88  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,190    | \$21,528      | \$22,898       | 5                          |
| 2nd Post-MD Year        | 23,732      | 23,500        | 24,081         | 5                          |
| 3rd Post-MD Year        | 24,687      | 24,450        | 25,031         | 5                          |
| 4th Post-MD Year        | 25,713      | 25,400        | 26,755         | 5                          |
| 5th Post-MD Year        | 26,798      | 26,350        | 28,458         | 5                          |
| 6th Post-MD Year        | 27,895      | 27,300        | 30,172         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,231    | \$20,700      | \$21,808       | 5                          |
| 2nd Post-MD Year        | 22,905      | 22,525        | 23,725         | 5                          |
| 3rd Post-MD Year        | 23,876      | 23,375        | 25,031         | 5                          |
| 4th Post-MD Year        | 24,836      | 23,925        | 26,755         | 5                          |
| 5th Post-MD Year        | 25,631      | 24,450        | 28,458         | 5                          |
| 6th Post-MD Year        | 26,634      | 25,200        | 30,172         | 5                          |

Table 33

Boston, Massachusetts: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$25,457    | \$24,196      | \$28,293       | 6                          |
| 2nd Post-MD Post        | 26,771      | 25,378        | 29,693         | 7                          |
| 3rd Post-MD Year        | 28,229      | 26,726        | 31,193         | 7                          |
| 4th Post-MD Year        | 30,108      | 28,459        | 33,193         | 7                          |
| 5th Post-MD Year        | 32,050      | 30,173        | 35,193         | 7                          |
| 6th Post-MD Year        | 34,491      | 31,861        | 38,093         | 6                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$24,122    | \$23,100      | \$26,267       | 7                          |
| 2nd Post-MD Year        | 25,467      | 24,170        | 27,617         | 8                          |
| 3rd Post-MD Year        | 26,727      | 25,454        | 29,017         | 8                          |
| 4th Post-MD Year        | 28,446      | 26,975        | 30,917         | 8                          |
| 5th Post-MD Year        | 30,428      | 28,600        | 32,867         | 8                          |
| 6th Post-MD Year        | 32,543      | 30,200        | 35,592         | 7                          |

Table 34

Chicago, Illinois: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,560    | \$19,531      | \$24,098       | 12                         |
| 2nd Post-MD Year        | 23,838      | 20,081        | 25,749         | 12                         |
| 3rd Post-MD Year        | 24,899      | 21,131        | 26,368         | 12                         |
| 4th Post-MD Year        | 26,125      | 22,181        | 27,454         | 11                         |
| 5th Post-MD Year        | 27,818      | 25,059        | 28,910         | 10                         |
| 6th Post-MD Year        | 29,310      | 28,000        | 29,834         | 7                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,766    | \$19,031      | \$24,055       | 12                         |
| 2nd Post-MD Year        | 22,904      | 20,081        | 25,074         | 12                         |
| 3rd Post-MD Year        | 24,037      | 21,131        | 26,073         | 12                         |
| 4th Post-MD Year        | 25,160      | 22,181        | 27,113         | 11                         |
| 5th Post-MD Year        | 26,629      | 23,131        | 28,090         | 10                         |
| 6th Post-MD Year        | 28,232      | 26,900        | 29,110         | 7                          |

Table 35

Cincinnati, Ohio: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,570    | \$21,269      | \$24,150       | 5                          |
| 2nd Post-MD Year        | 23,774      | 22,291        | 25,350         | 5                          |
| 3rd Post-MD Year        | 24,978      | 23,497        | 26,500         | 5                          |
| 4th Post-MD Year        | 26,023      | 24,529        | 27,650         | 5                          |
| 5th Post-MD Year        | 27,123      | 25,858        | 28,500         | 5                          |
| 6th Post-MD Year        | 28,023      | 26,477        | 29,450         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,833    | \$20,650      | \$23,450       | 5                          |
| 2nd Post-MD Year        | 23,036      | 21,642        | 24,604         | 5                          |
| 3rd Post-MD Year        | 24,213      | 22,812        | 25,939         | 5                          |
| 4th Post-MD Year        | 25,266      | 24,048        | 26,850         | 5                          |
| 5th Post-MD Year        | 26,329      | 25,351        | 27,650         | 5                          |
| 6th Post-MD Year        | 27,198      | 25,958        | 28,600         | 5                          |

Table 36

Dallas, Texas: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$21,383    | \$21,000      | \$22,079       | 6                          |
| 2nd Post-MD Year        | 22,563      | 22,000        | 23,312         | 6                          |
| 3rd Post-MD Year        | 23,734      | 23,000        | 24,661         | 6                          |
| 4th Post-MD Year        | 24,592      | 24,000        | 25,528         | 6                          |
| 5th Post-MD Year        | 25,735      | 25,000        | 26,795         | 6                          |
| 6th Post-MD Year        | 27,188      | 26,441        | 28,291         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$20,527    | \$20,500      | \$20,562       | 5                          |
| 2nd Post-MD Year        | 21,659      | 21,500        | 21,728         | 5                          |
| 3rd Post-MD Year        | 22,759      | 22,500        | 22,938         | 5                          |
| 4th Post-MD Year        | 23,680      | 23,500        | 23,745         | 5                          |
| 5th Post-MD Year        | 24,767      | 24,500        | 24,923         | 5                          |
| 6th Post-MD Year        | 26,059      | 25,700        | 26,315         | 4                          |

Table 37

Dayton, Ohio: Housestaff Stipends for 1988-89 and 1987-88,  
By Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$23,171    | \$22,800      | \$24,285       | 4                          |
| 2nd Post-MD Year        | 24,279      | 23,900        | 25,416         | 4                          |
| 3rd Post-MD Year        | 25,300      | 25,000        | 26,201         | 4                          |
| 4th Post-MD Year        | 26,404      | 26,100        | 27,316         | 4                          |
| 5th Post-MD Year        | 27,507      | 27,200        | 28,431         | 4                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$22,346    | \$21,700      | \$24,285       | 4                          |
| 2nd Post-MD Year        | 23,454      | 22,800        | 25,416         | 4                          |
| 3rd Post-MD Year        | 24,475      | 23,900        | 26,201         | 4                          |
| 4th Post-MD Year        | 25,579      | 25,000        | 27,316         | 4                          |
| 5th Post-MD Year        | 26,682      | 26,100        | 28,431         | 4                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |

\*Too few respondents to report data.

Table 38

Detroit, Michigan: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$24,338    | \$23,159      | \$25,235       | 10                         |
| 2nd Post-MD Year        | 25,155      | 23,806        | 26,052         | 10                         |
| 3rd Post-MD Year        | 26,014      | 24,455        | 27,081         | 10                         |
| 4th Post-MD Year        | 26,915      | 25,538        | 28,204         | 10                         |
| 5th Post-MD Year        | 27,791      | 26,620        | 29,287         | 10                         |
| 6th Post-MD Year        | 28,710      | 27,500        | 30,414         | 9                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$23,300    | \$22,617      | \$24,420       | 10                         |
| 2nd Post-MD Year        | 24,080      | 23,317        | 25,366         | 10                         |
| 3rd Post-MD Year        | 24,920      | 23,974        | 26,661         | 10                         |
| 4th Post-MD Year        | 25,810      | 24,717        | 27,690         | 10                         |
| 5th Post-MD Year        | 26,676      | 25,417        | 29,287         | 10                         |
| 6th Post-MD Year        | 27,433      | 26,117        | 30,223         | 9                          |

Table 39

District of Columbia: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,084    | \$20,567      | \$24,088       | 5                          |
| 2nd Post-MD Year        | 24,338      | 22,822        | 25,786         | 5                          |
| 3rd Post-MD Year        | 25,649      | 24,075        | 27,437         | 5                          |
| 4th Post-MD Year        | 26,986      | 25,390        | 29,135         | 5                          |
| 5th Post-MD Year        | 28,312      | 26,789        | 30,784         | 5                          |
| 6th Post-MD Year        | 28,972      | 28,251        | 29,245         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,313    | \$19,585      | \$22,941       | 6                          |
| 2nd Post-MD Year        | 23,456      | 21,736        | 24,558         | 6                          |
| 3rd Post-MD Year        | 24,820      | 22,926        | 26,130         | 6                          |
| 4th Post-MD Year        | 26,099      | 24,179        | 27,748         | 6                          |
| 5th Post-MD Year        | 27,403      | 25,515        | 29,318         | 6                          |
| 6th Post-MD Year        | 28,286      | 26,914        | 28,925         | 5                          |

Table 40

Hartford, Connecticut: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$24,258    | \$23,709      | \$24,735       | 5                          |
| 2nd Post-MD Year        | 25,618      | 25,009        | 26,125         | 5                          |
| 3rd Post-MD Year        | 27,027      | 26,364        | 27,505         | 5                          |
| 4th Post-MD Year        | 28,478      | 27,294        | 29,060         | 5                          |
| 5th Post-MD Year        | 30,240      | 29,224        | 31,695         | 5                          |
| 6th Post-MD Year        | 31,581      | 30,424        | 32,860         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$23,259    | \$22,825      | \$23,709       | 6                          |
| 2nd Post-MD Year        | 24,605      | 24,125        | 25,100         | 6                          |
| 3rd Post-MD Year        | 25,959      | 25,480        | 26,500         | 6                          |
| 4th Post-MD Year        | 27,334      | 27,000        | 27,850         | 6                          |
| 5th Post-MD Year        | 28,961      | 28,290        | 29,900         | 6                          |
| 6th Post-MD Year        | 30,249      | 29,600        | 31,000         | 6                          |

Table 41

Houston, Texas: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,834    | \$22,010      | \$23,076       | 6                          |
| 2nd Post-MD Year        | 24,276      | 22,904        | 24,726         | 6                          |
| 3rd Post-MD Year        | 25,540      | 24,244        | 25,893         | 6                          |
| 4th Post-MD Year        | 26,850      | 25,285        | 27,335         | 6                          |
| 5th Post-MD Year        | 28,069      | 26,623        | 28,409         | 6                          |
| 6th Post-MD Year        | 29,546      | 27,666        | 30,102         | 6                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$22,133    | \$21,369      | \$22,296       | 6                          |
| 2nd Post-MD Year        | 23,529      | 22,237        | 23,890         | 6                          |
| 3rd Post-MD Year        | 24,755      | 23,538        | 25,017         | 6                          |
| 4th Post-MD Year        | 26,024      | 24,549        | 26,411         | 6                          |
| 5th Post-MD Year        | 27,207      | 25,848        | 27,604         | 6                          |
| 6th Post-MD Year        | 28,638      | 26,860        | 29,084         | 6                          |

Table 42

Indianapolis, Indiana: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$21,422    | \$21,230      | \$22,000       | 4                          |
| 2nd Post-MD Year        | 22,287      | 22,050        | 23,000         | 4                          |
| 3rd Post-MD Year        | 23,152      | 22,870        | 24,000         | 4                          |
| 4th Post-MD Year        | 24,017      | 23,690        | 25,000         | 4                          |
| 5th Post-MD Year        | 24,882      | 24,510        | 26,000         | 4                          |
| 6th Post-MD Year        | 25,747      | 25,330        | 27,000         | 4                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$20,747    | \$20,413      | \$21,750       | 4                          |
| 2nd Post-MD Year        | 21,612      | 21,233        | 22,750         | 4                          |
| 3rd Post-MD Year        | 22,477      | 22,053        | 23,750         | 4                          |
| 4th Post-MD Year        | 23,342      | 22,873        | 24,750         | 4                          |
| 5th Post-MD Year        | 24,207      | 23,693        | 25,750         | 4                          |
| 6th Post-MD Year        | 25,072      | 24,513        | 26,750         | 4                          |

Table 43

Long Island, New York: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$28,305    | \$25,743      | \$30,298       | 6                          |
| 2nd Post-MD Year        | 30,528      | 27,258        | 32,944         | 6                          |
| 3rd Post-MD Year        | 32,341      | 28,773        | 34,818         | 6                          |
| 4th Post-MD Year        | 34,022      | 30,300        | 36,692         | 6                          |
| 5th Post-MD Year        | 35,580      | 31,816        | 38,566         | 6                          |
| 6th Post-MD Year        | 37,087      | 33,331        | 40,441         | 5                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$27,297    | \$24,401      | \$28,855       | 6                          |
| 2nd Post-MD Year        | 29,459      | 25,837        | 31,375         | 6                          |
| 3rd Post-MD Year        | 31,146      | 27,273        | 33,160         | 6                          |
| 4th Post-MD Year        | 32,769      | 28,720        | 34,945         | 6                          |
| 5th Post-MD Year        | 34,281      | 30,157        | 36,730         | 6                          |
| 6th Post-MD Year        | 35,691      | 31,593        | 38,515         | 5                          |

Table 44

Los Angeles, California: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$24,544    | \$22,273      | \$27,000       | 9                          |
| 2nd Post-MD Year        | 28,210      | 24,883        | 30,000         | 9                          |
| 3rd Post-MD Year        | 30,738      | 27,035        | 32,700         | 9                          |
| 4th Post-MD Year        | 33,181      | 29,174        | 35,400         | 9                          |
| 5th Post-MD Year        | 35,218      | 31,142        | 37,600         | 10                         |
| 6th Post-MD Year        | 36,961      | 32,970        | 38,900         | 10                         |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$23,460    | \$21,416      | \$25,700       | 10                         |
| 2nd Post-MD Year        | 27,164      | 23,926        | 28,500         | 10                         |
| 3rd Post-MD Year        | 29,609      | 25,998        | 31,260         | 10                         |
| 4th Post-MD Year        | 31,922      | 28,052        | 33,700         | 10                         |
| 5th Post-MD Year        | 34,033      | 29,944        | 35,800         | 10                         |
| 6th Post-MD Year        | 35,401      | 31,702        | 37,000         | 10                         |

Table 45

Milwaukee, Wisconsin: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,250    | \$22,100      | \$22,281       | 6                          |
| 2nd Post-MD Year        | 22,865      | 22,822        | 23,081         | 6                          |
| 3rd Post-MD Year        | 23,445      | 23,363        | 23,856         | 6                          |
| 4th Post-MD Year        | 24,026      | 23,903        | 24,641         | 6                          |
| 5th Post-MD Year        | 24,600      | 24,444        | 25,380         | 6                          |
| 6th Post-MD Year        | 25,234      | 24,985        | 25,942         | 6                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,429    | \$21,424      | \$21,458       | 6                          |
| 2nd Post-MD Year        | 22,021      | 21,944        | 22,411         | 6                          |
| 3rd Post-MD Year        | 22,581      | 22,464        | 23,171         | 6                          |
| 4th Post-MD Year        | 23,142      | 22,984        | 23,932         | 6                          |
| 5th Post-MD Year        | 23,733      | 23,504        | 24,880         | 6                          |
| 6th Post-MD Year        | 24,190      | 24,024        | 25,024         | 6                          |

Table 46

New Orleans, Louisiana: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$21,350    | \$20,255      | \$22,190       | 4                          |
| 2nd Post-MD Year        | 22,575      | 21,373        | 23,602         | 4                          |
| 3rd Post-MD Year        | 23,521      | 22,289        | 24,543         | 4                          |
| 4th Post-MD Year        | 24,892      | 23,440        | 26,429         | 4                          |
| 5th Post-MD Year        | 26,159      | 24,458        | 28,317         | 4                          |
| 6th Post-MD Year        | 27,694      | *             | *              | 3                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$20,631    | \$20,255      | \$21,755       | 4                          |
| 2nd Post-MD Year        | 21,816      | 21,373        | 23,139         | 4                          |
| 3rd Post-MD Year        | 22,734      | 22,289        | 24,062         | 4                          |
| 4th Post-MD Year        | 24,058      | 23,440        | 25,911         | 4                          |
| 5th Post-MD Year        | 25,284      | 24,458        | 27,762         | 4                          |
| 6th Post-MD Year        | 26,489      | *             | *              | 3                          |

\*Too few respondents to report data.

Table 47

New York City, New York: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$28,842    | \$25,072      | \$30,536       | 21                         |
| 2nd Post-MD Year        | 31,190      | 27,818        | 33,087         | 22                         |
| 3rd Post-MD Year        | 33,797      | 29,963        | 35,990         | 22                         |
| 4th Post-MD Year        | 35,121      | 31,562        | 39,190         | 22                         |
| 5th Post-MD Year        | 36,240      | 32,773        | 38,698         | 22                         |
| 6th Post-MD Year        | 37,456      | 34,594        | 42,777         | 19                         |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$27,745    | \$24,580      | \$29,362       | 23                         |
| 2nd Post-MD Year        | 30,108      | 27,273        | 31,815         | 24                         |
| 3rd Post-MD Year        | 32,587      | 29,375        | 34,606         | 24                         |
| 4th Post-MD Year        | 33,856      | 30,943        | 37,683         | 24                         |
| 5th Post-MD Year        | 35,003      | 32,130        | 37,540         | 24                         |
| 6th Post-MD Year        | 36,228      | 34,580        | 40,740         | 21                         |

Table 48

Philadelphia, Pennsylvania: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$24,762    | \$21,876      | \$29,103       | 15                         |
| 2nd Post-MD Year        | 26,566      | 23,440        | 31,318         | 14                         |
| 3rd Post-MD Year        | 27,924      | 24,522        | 32,624         | 14                         |
| 4th Post-MD Year        | 29,378      | 25,941        | 34,583         | 14                         |
| 5th Post-MD Year        | 30,732      | 26,520        | 36,796         | 14                         |
| 6th Post-MD Year        | 32,362      | 27,957        | 38,370         | 11                         |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$23,958    | \$21,876      | \$27,984       | 14                         |
| 2nd Post-MD Year        | 25,706      | 23,440        | 30,113         | 13                         |
| 3rd Post-MD Year        | 27,065      | 24,522        | 31,369         | 13                         |
| 4th Post-MD Year        | 28,491      | 25,941        | 33,253         | 13                         |
| 5th Post-MD Year        | 29,855      | 26,520        | 35,381         | 13                         |
| 6th Post-MD Year        | 31,476      | 27,665        | 36,894         | 10                         |

Table 49

Pittsburgh, Pennsylvania: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$23,905    | \$23,384      | \$25,709       | 9                          |
| 2nd Post-MD Year        | 25,543      | 25,166        | 26,903         | 9                          |
| 3rd Post-MD Year        | 27,346      | 26,316        | 28,787         | 9                          |
| 4th Post-MD Year        | 29,142      | 27,738        | 30,691         | 9                          |
| 5th Post-MD Year        | 31,207      | 28,875        | 32,984         | 9                          |
| 6th Post-MD Year        | 33,247      | 30,015        | 35,225         | 9                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$22,933    | \$22,485      | \$24,720       | 9                          |
| 2nd Post-MD Year        | 24,473      | 24,198        | 25,868         | 9                          |
| 3rd Post-MD Year        | 26,226      | 26,052        | 27,346         | 9                          |
| 4th Post-MD Year        | 27,953      | 27,738        | 29,035         | 9                          |
| 5th Post-MD Year        | 29,935      | 28,875        | 30,828         | 9                          |
| 6th Post-MD Year        | 31,894      | 30,015        | 32,670         | 9                          |

Table 50

Rochester, New York: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,426    | \$22,450      | \$22,506       | 5                          |
| 2nd Post-MD Year        | 23,460      | 23,450        | 23,504         | 5                          |
| 3rd Post-MD Year        | 24,460      | 24,450        | 24,502         | 5                          |
| 4th Post-MD Year        | 25,450      | 25,400        | 25,500         | 5                          |
| 5th Post-MD Year        | 26,450      | *             | *              | 3                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,799    | \$21,798      | \$21,800       | 5                          |
| 2nd Post-MD Year        | 22,799      | 22,796        | 22,800         | 5                          |
| 3rd Post-MD Year        | 23,799      | 23,795        | 23,800         | 5                          |
| 4th Post-MD Year        | 24,869      | 24,800        | 25,147         | 5                          |
| 5th Post-MD Year        | 25,800      | *             | *              | 3                          |
| 6th Post-MD Year        | *           | *             | *              | *                          |

\*Too few respondents to report data.

Table 51

Seattle, Washington: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

1988-89

| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
|-------------------------|-------------|---------------|----------------|----------------------------|
| 1st Post-MD Year        | \$23,137    | \$23,136      | \$23,140       | 4                          |
| 2nd Post-MD Year        | 24,538      | 24,535        | 24,540         | 4                          |
| 3rd Post-MD Year        | 25,907      | 25,906        | 25,908         | 4                          |
| 4th Post-MD Year        | 27,300      | 27,300        | 27,301         | 4                          |
| 5th Post-MD Year        | 28,693      | 28,692        | 28,697         | 4                          |
| 6th Post-MD Year        | 30,083      | 30,080        | 30,084         | 4                          |

1987-88

|                  |          |          |          |   |
|------------------|----------|----------|----------|---|
| 1st Post-MD Year | \$22,488 | \$22,488 | \$22,488 | 4 |
| 2nd Post-MD Year | 23,844   | 23,844   | 23,844   | 4 |
| 3rd Post-MD Year | 25,176   | 25,176   | 25,176   | 4 |
| 4th Post-MD Year | 26,532   | 26,532   | 26,532   | 4 |
| 5th Post-MD Year | 27,888   | 27,888   | 27,888   | 4 |
| 6th Post-MD Year | 29,232   | 29,232   | 29,232   | 4 |

Table 52

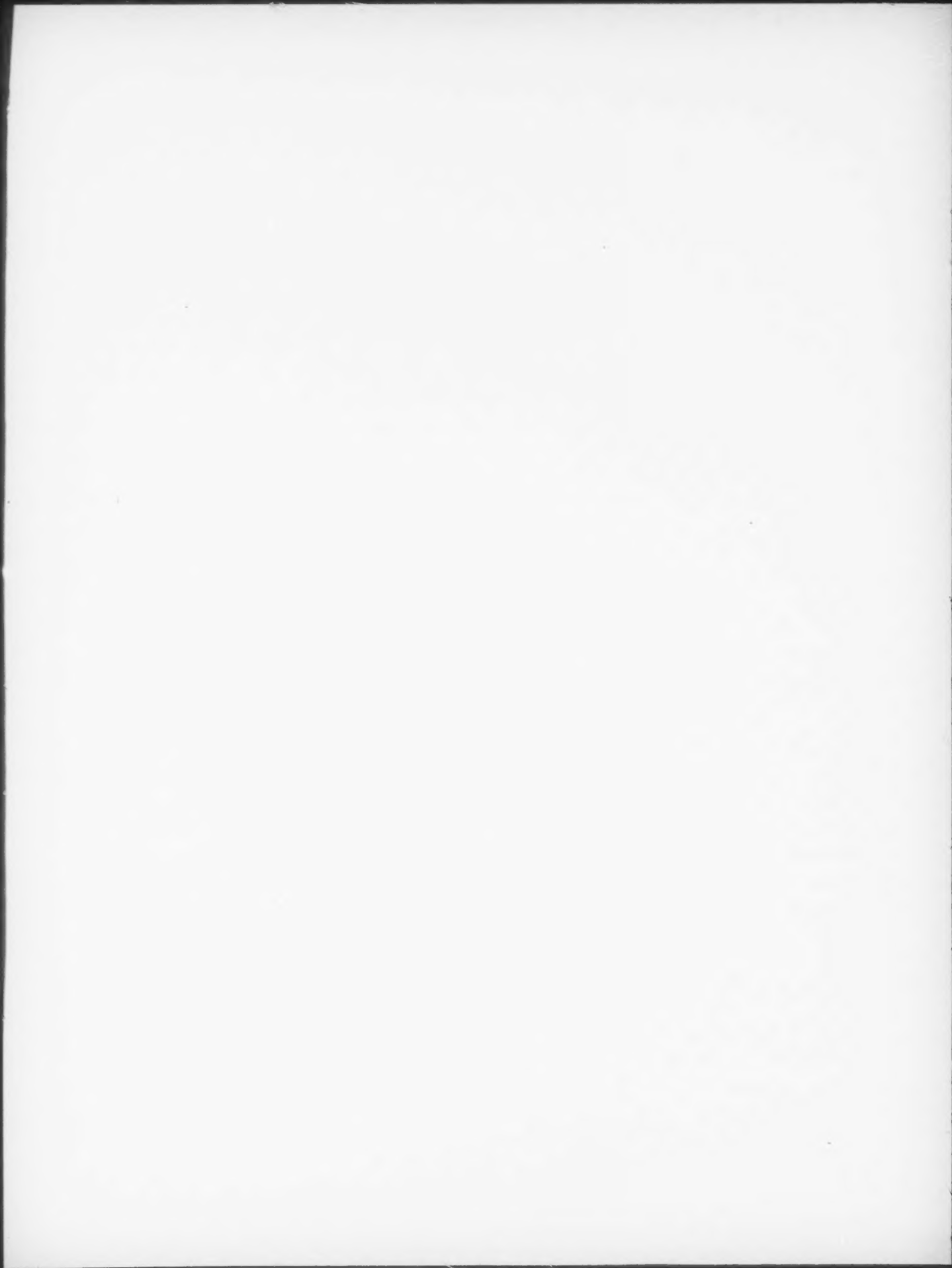
St. Louis, Missouri: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$23,694    | \$20,900      | \$25,068       | 7                          |
| 2nd Post-MD Year        | 24,756      | 22,100        | 25,304         | 7                          |
| 3rd Post-MD Year        | 26,005      | 23,500        | 26,600         | 7                          |
| 4th Post-MD Year        | 27,552      | 26,600        | 27,860         | 7                          |
| 5th Post-MD Year        | 28,952      | 27,876        | 29,268         | 7                          |
| 6th Post-MD Year        | 30,346      | 29,256        | 30,722         | 7                          |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$22,786    | \$20,200      | \$24,104       | 7                          |
| 2nd Post-MD Year        | 23,945      | 21,300        | 25,304         | 7                          |
| 3rd Post-MD Year        | 25,153      | 22,600        | 26,600         | 7                          |
| 4th Post-MD Year        | 26,461      | 25,200        | 26,788         | 7                          |
| 5th Post-MD Year        | 27,990      | 27,256        | 28,500         | 7                          |
| 6th Post-MD Year        | 29,398      | 29,256        | 29,540         | 6                          |

Table 53

All Other Cities: Housestaff Stipends for 1988-89 and 1987-88,  
by Year of Training

| <u>1988-89</u>          |             |               |                |                            |
|-------------------------|-------------|---------------|----------------|----------------------------|
| <u>Year of Training</u> | <u>Mean</u> | <u>Lowest</u> | <u>Highest</u> | <u>Number of Hospitals</u> |
| 1st Post-MD Year        | \$22,908    | \$15,466      | \$30,985       | 138                        |
| 2nd Post-MD Year        | 24,312      | 16,084        | 34,373         | 138                        |
| 3rd Post-MD Year        | 25,567      | 17,518        | 36,860         | 138                        |
| 4th Post-MD Year        | 26,825      | 18,952        | 38,674         | 137                        |
| 5th Post-MD Year        | 28,075      | 20,542        | 41,223         | 134                        |
| 6th Post-MD Year        | 29,283      | 22,184        | 44,445         | 101                        |
| <u>1987-88</u>          |             |               |                |                            |
| 1st Post-MD Year        | \$21,929    | \$15,466      | \$29,510       | 140                        |
| 2nd Post-MD Year        | 23,340      | 16,084        | 32,130         | 140                        |
| 3rd Post-MD Year        | 24,601      | 17,518        | 35,105         | 140                        |
| 4th Post-MD Year        | 25,861      | 18,952        | 36,175         | 138                        |
| 5th Post-MD Year        | 27,105      | 20,337        | 37,320         | 134                        |
| 6th Post-MD Year        | 28,184      | 21,979        | 39,000         | 102                        |



## CHAPTER II

### HOUSESTAFF BENEFITS AND POLICIES

This chapter addresses the provision of health benefits, housing, meals, leave time for vacation and educational seminars, and other benefits for housestaff residents and fellows. As in Chapter one, the data are analyzed according to hospital region, affiliation, ownership, and bedsize.

#### HEALTH BENEFITS

The health benefits (Tables 54-59) include hospitalization (inpatient, physician services, major medical, and at least a portion of outpatient services), dental care, prescription drugs, hospital employee health service programs, and psychiatric counseling.

##### Hospitalization

Hospitalization is the most common benefit provided by responding institutions, with 90 percent indicating that they make at least some payment for this benefit to both housestaff and their dependents. The remaining ten percent of respondents provide hospitalization benefits for the housestaff only. By region, the Southern (76%) and the Northern (97%) compose the lower and upper bounds for the provision of hospitalization to both housestaff and dependents. In the affiliation classification, only 84 percent of university-owned hospitals provide this benefit. Major affiliate hospitals, however, make up three-quarters of the respondents, and the figure there is 91 percent. Hospital ownership categories reveal that church-owned and other non-profit hospitals provide this benefit above the nationwide average, while the other types are slightly below. Bedsize variations for this benefit do not reveal a trend.

##### Dental

Dental benefits are provided to housestaff and dependents by 209 of the 320 (65%) hospital respondents to this question. Another 14 percent provide dental benefits to housestaff only, and 21 percent do not provide such benefits at all. Regional variation is very strong with 37 percent of Southern respondents not providing any dental benefits and Northeastern and Western hospitals providing dental benefits to both housestaff and dependents in 75 and 77 percent, respectively, of respondent cases. In the ownership categories, municipally-owned hospitals stand out as providing dental benefits at only 60 percent of responding hospitals. Affiliation and bedsize categories indicate only minor variations.

##### Drug Prescriptions

Drug prescriptions are a benefit for housestaff and dependents at 248 (77%) of responding hospitals. The "housestaff only" and "not provided" categories each had 37 (11.5%) responding hospitals. The regional and other classifications do not reveal large differences for this benefit.

## **Hospital Employee Health Service**

Hospital Employee Health Service benefits are provided to both residents and dependents at 30 percent of responding hospitals and to residents only at an additional 55 percent of responding hospitals. Limited-affiliate and church-owned hospitals both provide this benefit to 94 percent of residents.

## **Psychiatric Counseling**

Psychiatric counseling is provided to housestaff at 221 of the 339 (65%) responding hospitals. The Midwestern and Western regions provide this benefit at above the nationwide rate. Church-owned hospitals led all classifications by providing psychiatric counseling at 79 percent of responding hospitals.

## **Hospital Contribution to Health Insurance Premiums**

Table 59 displays the percentage of reporting hospitals contributing to housestaff and dependent health insurance premium costs. Nationwide, 99 percent of responding hospitals pay some part of the costs of health insurance for housestaff, and 89 percent assume some costs for their dependents as well. Regional variations are minor for housestaff premium contributions, but for dependents, the Southern region has 35 percent of respondents providing none of the cost. The Northeastern region has only one percent of respondents providing none of the cost to either housestaff or dependents. Limited affiliate and municipally-owned hospitals led all categories by providing the full cost of housestaff premiums in 84 and 87 percent, respectively, of reporting hospitals. Veterans Administration hospitals provide the full housestaff cost only 48 percent of the time, but their "none of cost" level is only four percent.

## **NON-HEALTH BENEFITS**

Non-health benefits (Tables 60-68) reported in this survey include: life insurance, disability insurance, parking, housing, meals, vacation time, and time granted to attend seminars. With the exception of vacation and seminar leave, responding hospitals were asked to indicate whether they covered the full cost of these benefits, part of the cost, or none of the cost. In all cases, the benefits provided to first-year housestaff are reported.

### **Life Insurance**

The cost of life insurance premiums is fully covered in 71 percent of reporting institutions, and part of the cost of life insurance is covered in an additional ten percent of responding institutions. The Northeastern hospitals pay the full cost of life insurance for housestaff most frequently (79%) and the Western hospitals the least (51%). In the ownership categories, VA hospitals pay the full cost of life insurance least often (32%), and other nonprofit hospitals most often (83%).

## **Disability Insurance**

Fifty-nine percent of responding hospitals nationwide pay for all of the costs of disability insurance. Part of the cost is provided at eight percent, while 33 percent provide none of the cost. The Northeastern and Midwestern regions are above average in covering the full cost of disability insurance. Hospital ownership groups show that VA hospitals have the lowest full cost coverage level (32%) and church and other non-profit hospitals the highest (about 70%).

## **Parking**

Nationwide, 72 percent of hospitals responding to the survey indicated that they paid all of the costs for first-year housestaff parking. An additional 14 percent indicated they paid part of the cost. Parking benefits by affiliation show that university-owned hospitals pay full cost at only 40 percent of reporting hospitals. In the ownership categories, state-owned hospitals provided full parking least frequently (38%) and VA hospitals most frequently (87%).

## **Housing**

Housing benefits are not routinely offered to first-year housestaff, but 23 percent of responding hospitals do pay all or part of these costs. Northeastern reporting hospitals far out-paced all others with a 38% full or partial cost coverage figure. VA and state-owned hospitals were well below the nationwide figure for providing housing, while municipal and church-owned hospitals were above.

## **Provision of Meals**

Table 65 provides data on meals. Hospitals were asked to differentiate between the provision of meals for residents only "on call" and residents either on call or working. Seventy-seven percent of reporting hospitals reported that they pay the full cost of meals provided to housestaff when on-call. Thirty-four percent of respondents pay this cost in full both when the house officer is on duty or on call. Limited-affiliate type institutions as well as church-owned and VA hospitals all have full cost on call coverage of meals well above the nationwide level.

## **Vacation**

Information on vacation benefits is provided in Tables 66 and 67. First-year housestaff at reporting hospitals are most often (44%) given two weeks or less of annual vacation followed by three weeks (38%) and four weeks or more (18%). The majority of second post-MD year residents receive three weeks (59%) followed by four weeks or more (27%) and two weeks or less (14%), as shown in Table 67. Northeastern and Western responding hospitals are more likely to grant longer vacation periods than other regions.

## **Leave Granted to Attend Seminars**

Table 68 displays leave granted to attend seminars. Five working days is the most frequently (45%) allotted time to residents for attending off-site educational seminars. Thirty-five percent receive more than this amount, and the remainder (21%) receive fewer than five days. University-owned hospitals appear to be the most generous in granting seminar leave.

Midwestern or state-owned hospitals also grant amounts well above the nationwide level for respondents.

### **Provision of Day Care**

Eighty-three out of 348 responding hospitals (23.9%) indicated that they provide on-site day care for children of residents (data not displayed). This represents an absolute increase of 23 hospitals over last year even though the 1987 survey had 365 respondents versus 353 this year.

Of the 61 hospitals indicating costs for day care, 41 have weekly rates ranging from \$45 to \$145 per week. The mean weekly cost is \$77.76. The seven hospitals stating monthly rates have an average cost of \$341.00 per month. The seven hospitals using per day rates have an average cost of \$14.46 per day. Finally, eight hospitals reported resident day care costs on an hourly basis, and their average is \$2.74/hr, although only one hospital exceeds \$3.00/hr.

Seventy of the 83 day care hospitals stated their hours of operation, with an average of 12.5 hours. Only four hospitals in this group had opening times not between six and seven A.M. In the evening, 59 of the 70 hospitals close their day care facilities between five and eight P.M. while 11 hospitals maintain facilities until between 10:00 P.M. and midnight.

Of the 79 day care hospitals which responded to the "care available to sick children" question, only 15 replied they provide this service. Waiting times were reported for 55 of the 83 day care hospitals. Nineteen indicated a zero waiting time, and 18 hospitals were in each of the six months or less and greater than six months waiting time categories. Finally, 30 of 73 hospitals indicated that day care is also available to children of medical students.

Table 54  
Health Benefits Provided to  
Housestaff and Dependents, Nationwide  
1988-89

| <u>Benefit</u>                      | <u>Benefit for</u>        | <u>Number of<br/>Hospitals</u> | <u>Percentage</u> |
|-------------------------------------|---------------------------|--------------------------------|-------------------|
| Hospitalization                     | Housestaff and Dependents | 301                            | 90%               |
|                                     | Housestaff Only           | 34                             | 10                |
|                                     | Not Provided              | <u>0</u>                       | <u>0</u>          |
|                                     | TOTAL                     | 335                            | 100%              |
| Dental                              | Housestaff and Dependents | 209                            | 65%               |
|                                     | Housestaff Only           | 45                             | 14                |
|                                     | Not Provided              | <u>66</u>                      | <u>21</u>         |
|                                     | TOTAL                     | 320                            | 100%              |
| Drug Prescriptions                  | Housestaff and Dependents | 248                            | 77%               |
|                                     | Housestaff Only           | 37                             | 11                |
|                                     | Not Provided              | <u>37</u>                      | <u>12</u>         |
|                                     | TOTAL                     | 322                            | 100%              |
| Hospital Employee<br>Health Service | Housestaff and Dependents | 94                             | 30%               |
|                                     | Housestaff Only           | 178                            | 55                |
|                                     | Not Provided              | <u>51</u>                      | <u>15</u>         |
|                                     | TOTAL                     | 323                            | 100%              |
| Psychiatric<br>Counseling           | Housestaff                | 221                            | 65%               |
|                                     | Not Provided              | <u>118</u>                     | <u>35</u>         |
|                                     | TOTAL                     | 339                            | 100%              |

Table 55  
Health Benefits Provided to  
Housestaff and Dependents, By Geographic Region  
1988-89

| <u>Benefit</u>                   | <u>Benefit for</u>        | <u>Geographic Region</u>              |                            |                                    |                           |                               |
|----------------------------------|---------------------------|---------------------------------------|----------------------------|------------------------------------|---------------------------|-------------------------------|
|                                  |                           | <u>North-<br/>eastern<br/>(N=129)</u> | <u>Southern<br/>(N=72)</u> | <u>Mid-<br/>western<br/>(N=93)</u> | <u>Western<br/>(N=41)</u> | <u>Nationwide<br/>(N=335)</u> |
| Hospitalization                  | Housestaff and Dependents | 97%                                   | 76%                        | 89%                                | 93%                       | 90%                           |
|                                  | Housestaff Only           | 3                                     | 24                         | 11                                 | 7                         | 10                            |
|                                  | Not Provided              | 0                                     | 0                          | 0                                  | 0                         | 0                             |
|                                  | TOTAL                     | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Dental                           | Housestaff and Dependents | 75%                                   | 40%                        | 64%                                | 77%                       | 65%                           |
|                                  | Housestaff Only           | 11                                    | 23                         | 11                                 | 15                        | 14                            |
|                                  | Not Provided              | 14                                    | 37                         | 24                                 | 8                         | 21                            |
|                                  | TOTAL                     | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Drug Prescriptions               | Housestaff and Dependents | 80%                                   | 74%                        | 76%                                | 74%                       | 77%                           |
|                                  | Housestaff Only           | 9                                     | 18                         | 9                                  | 15                        | 11                            |
|                                  | Not Provided              | 11                                    | 9                          | 15                                 | 10                        | 12                            |
|                                  | TOTAL                     | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Hospital Employee Health Service | Housestaff and Dependents | 36%                                   | 27%                        | 27%                                | 15%                       | 30%                           |
|                                  | Housestaff Only           | 55                                    | 52                         | 56                                 | 59                        | 55                            |
|                                  | Not Provided              | 9                                     | 21                         | 17                                 | 26                        | 15                            |
|                                  | TOTAL                     | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Psychiatric Counseling           | Housestaff                | 64%                                   | 57%                        | 69%                                | 74%                       | 65%                           |
|                                  | Not Provided              | 36                                    | 43                         | 31                                 | 26                        | 35                            |
|                                  | TOTAL                     | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |

Table 56

Health Benefits Provided to  
Housestaff and Dependents, By Affiliation Relationship  
1988-89

| <u>Benefit</u>                   | <u>Benefit for</u>        | <u>Affiliation Relationship</u>         |                                        |                                         |                               |
|----------------------------------|---------------------------|-----------------------------------------|----------------------------------------|-----------------------------------------|-------------------------------|
|                                  |                           | <u>University-<br/>Owned<br/>(N=49)</u> | <u>Major<br/>Affiliate<br/>(N=243)</u> | <u>Limited<br/>Affiliate<br/>(N=37)</u> | <u>Nationwide<br/>(N=335)</u> |
| Hospitalization                  | Housestaff and Dependents | 84%                                     | 91%                                    | 87%                                     | 90%                           |
|                                  | Housestaff Only           | 16                                      | 9                                      | 14                                      | 10                            |
|                                  | Not Provided              | 0                                       | 0                                      | 0                                       | 0                             |
|                                  | TOTAL                     | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Dental                           | Housestaff and Dependents | 57%                                     | 66%                                    | 69%                                     | 65%                           |
|                                  | Housestaff Only           | 17                                      | 13                                     | 20                                      | 14                            |
|                                  | Not Provided              | 26                                      | 21                                     | 11                                      | 21                            |
|                                  | TOTAL                     | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Drug Prescriptions               | Housestaff and Dependents | 68%                                     | 78%                                    | 77%                                     | 77%                           |
|                                  | Housestaff Only           | 13                                      | 11                                     | 18                                      | 11                            |
|                                  | Not Provided              | 19                                      | 11                                     | 6                                       | 12                            |
|                                  | TOTAL                     | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Hospital Employee Health Service | Housestaff and Dependents | 17%                                     | 31%                                    | 29%                                     | 30%                           |
|                                  | Housestaff Only           | 60                                      | 53                                     | 65                                      | 55                            |
|                                  | Not Provided              | 23                                      | 16                                     | 6                                       | 15                            |
|                                  | TOTAL                     | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Psychiatric Counseling           | Housestaff                | 76%                                     | 62%                                    | 72%                                     | 65%                           |
|                                  | Not Provided              | 24                                      | 38                                     | 28                                      | 35                            |
|                                  | TOTAL                     | 100%                                    | 100%                                   | 100%                                    | 100%                          |

Table 57  
Health Benefits Provided to Housestaff and Dependents, By Hospital Ownership

| Benefit                          | Benefit for               | State-<br>Owned<br>(N=38) | Municipally-<br>Owned<br>(N=31) | Church-<br>Owned<br>(N=44) | Other<br>Nonprofit<br>(N=172) | Veterans<br>Administration<br>(N=49) | Nationwide<br>(N=335) |
|----------------------------------|---------------------------|---------------------------|---------------------------------|----------------------------|-------------------------------|--------------------------------------|-----------------------|
| Hospitalization                  | Housestaff and Dependents | 84%                       | 84%                             | 93%                        | 93%                           | 86%                                  | 90%                   |
|                                  | Housestaff Only           | 16                        | 16                              | 7                          | 7                             | 14                                   | 10                    |
|                                  | Not Provided              | 0                         | 0                               | 0                          | 0                             | 0                                    | 0                     |
|                                  | TOTAL                     | 100%                      | 100%                            | 100%                       | 100%                          | 100%                                 | 100%                  |
| Dental                           | Housestaff and Dependents | 62%                       | 50%                             | 74%                        | 69%                           | 56%                                  | 65%                   |
|                                  | Housestaff Only           | 19                        | 10                              | 14                         | 14                            | 12                                   | 14                    |
|                                  | Not Provided              | 19                        | 40                              | 12                         | 17                            | 33                                   | 21                    |
|                                  | TOTAL                     | 100%                      | 100%                            | 100%                       | 100%                          | 100%                                 | 100%                  |
| Drug Prescriptions               | Housestaff and Dependents | 76%                       | 73%                             | 86%                        | 78%                           | 71%                                  | 77%                   |
|                                  | Housestaff Only           | 8                         | 17                              | 7                          | 13                            | 11                                   | 11                    |
|                                  | Not Provided              | 16                        | 10                              | 7                          | 9                             | 18                                   | 12                    |
|                                  | TOTAL                     | 100%                      | 100%                            | 100%                       | 100%                          | 100%                                 | 100%                  |
| Hospital Employee Health Service | Housestaff and Dependents | 19%                       | 20%                             | 30%                        | 35%                           | 24%                                  | 30%                   |
|                                  | Housestaff Only           | 57                        | 63                              | 64                         | 51                            | 57                                   | 55                    |
|                                  | Not Provided              | 24                        | 17                              | 6                          | 14                            | 20                                   | 15                    |
|                                  | TOTAL                     | 100%                      | 100%                            | 100%                       | 100%                          | 100%                                 | 100%                  |
| Psychiatric Counseling           | Housestaff                | 72%                       | 57%                             | 79%                        | 67%                           | 52%                                  | 65%                   |
|                                  | Not Provided              | 28                        | 43                              | 21                         | 33                            | 48                                   | 35                    |
|                                  | TOTAL                     | 100%                      | 100%                            | 100%                       | 100%                          | 100%                                 | 100%                  |

Table 58  
Health Benefits Provided to  
Housestaff and Dependents, By Hospital Bed Size  
1988-89

| Benefit                          | Benefit for               | Hospital Bed Size         |                   |                   |                          | Nationwide<br>(N=335) |
|----------------------------------|---------------------------|---------------------------|-------------------|-------------------|--------------------------|-----------------------|
|                                  |                           | 399 or<br>Fewer<br>(N=89) | 400-549<br>(N=94) | 550-699<br>(N=74) | 700<br>or More<br>(N=78) |                       |
| Hospitalization                  | Housestaff and Dependents | 94%                       | 85%               | 93%               | 87%                      | 90%                   |
|                                  | Housestaff Only           | 6                         | 15                | 7                 | 13                       | 10                    |
|                                  | Not Provided              | 0                         | 0                 | 0                 | 0                        | 0                     |
|                                  | TOTAL                     | 100%                      | 100%              | 100%              | 100%                     | 100%                  |
| Dental                           | Housestaff and Dependents | 69%                       | 60%               | 66%               | 67%                      | 65%                   |
|                                  | Housestaff Only           | 10                        | 20                | 13                | 13                       | 14                    |
|                                  | Not Provided              | 21                        | 20                | 21                | 20                       | 21                    |
|                                  | TOTAL                     | 100%                      | 100%              | 100%              | 100%                     | 100%                  |
| Drug Prescriptions               | Housestaff and Dependents | 80%                       | 73%               | 78%               | 79%                      | 77%                   |
|                                  | Housestaff Only           | 4                         | 17                | 11                | 15                       | 11                    |
|                                  | Not Provided              | 17                        | 11                | 11                | 7                        | 12                    |
|                                  | TOTAL                     | 100%                      | 100%              | 100%              | 100%                     | 100%                  |
| Hospital Employee Health Service | Housestaff and Dependents | 40%                       | 23%               | 27%               | 26%                      | 30%                   |
|                                  | Housestaff Only           | 36                        | 62                | 61                | 64                       | 55                    |
|                                  | Not Provided              | 24                        | 15                | 13                | 10                       | 15                    |
|                                  | TOTAL                     | 100%                      | 100%              | 100%              | 100%                     | 100%                  |
| Psychiatric Counseling           | Housestaff                | 52%                       | 71%               | 70%               | 68%                      | 65%                   |
|                                  | Not Provided              | 48                        | 29                | 30                | 32                       | 35                    |
|                                  | TOTAL                     | 100%                      | 100%              | 100%              | 100%                     | 100%                  |

Table 59  
Hospital Contribution to Health Insurance Premium  
for Housestaff and Dependents  
1988-89

|                                 | <u>Percentage of Hospitals Contributing</u> |                         |                         |                                 |                         |                         |
|---------------------------------|---------------------------------------------|-------------------------|-------------------------|---------------------------------|-------------------------|-------------------------|
|                                 | <u>Housestaff</u>                           |                         |                         | <u>Dependents</u>               |                         |                         |
|                                 | <u>Full Cost<br/>of Premium</u>             | <u>Part<br/>of Cost</u> | <u>None<br/>of Cost</u> | <u>Full Cost<br/>of Premium</u> | <u>Part<br/>of Cost</u> | <u>None<br/>of Cost</u> |
| <u>Nationwide (N=336)</u>       | 75%                                         | 24%                     | 1%                      | 58%                             | 31%                     | 11%                     |
| <u>Geographic Region</u>        |                                             |                         |                         |                                 |                         |                         |
| Northeastern (N=130)            | 78                                          | 21                      | 1                       | 68                              | 31                      | 1                       |
| Southern (N=73)                 | 70                                          | 27                      | 3                       | 28                              | 37                      | 35                      |
| Midwestern (N=93)               | 77                                          | 23                      | 0                       | 62                              | 32                      | 6                       |
| Western (N=40)                  | 75                                          | 22                      | 3                       | 60                              | 23                      | 17                      |
| <u>Affiliation Relationship</u> |                                             |                         |                         |                                 |                         |                         |
| University-Owned (N=48)         | 75                                          | 23                      | 2                       | 48                              | 39                      | 13                      |
| Major Affiliate (N=245)         | 74                                          | 25                      | 1                       | 57                              | 32                      | 11                      |
| Limited Affiliate (N=37)        | 84                                          | 16                      | 0                       | 73                              | 21                      | 6                       |
| <u>Hospital Ownership</u>       |                                             |                         |                         |                                 |                         |                         |
| State-Owned (N=37)              | 70                                          | 27                      | 3                       | 42                              | 43                      | 15                      |
| Municipally-Owned (N=29)        | 87                                          | 13                      | 0                       | 52                              | 28                      | 20                      |
| Church-Owned (N=43)             | 81                                          | 19                      | 0                       | 68                              | 22                      | 10                      |
| Other, Nonprofit (N=172)        | 80                                          | 20                      | 0                       | 65                              | 29                      | 6                       |
| Veterans Administration (N=54)  | 48                                          | 48                      | 4                       | 37                              | 42                      | 21                      |
| <u>Hospital Bed Size</u>        |                                             |                         |                         |                                 |                         |                         |
| 399 or Fewer (N=87)             | 72                                          | 27                      | 1                       | 48                              | 44                      | 8                       |
| 400-549 (N=97)                  | 78                                          | 21                      | 1                       | 65                              | 25                      | 10                      |
| 550-699 (N=69)                  | 83                                          | 16                      | 1                       | 71                              | 18                      | 11                      |
| 700 or More (N=83)              | 69                                          | 31                      | 0                       | 51                              | 35                      | 14                      |

Table 60

Non-Health Benefits Provided to  
First Year Housestaff, Nationwide  
1988-89

| <u>Benefit</u> | <u>Hospital<br/>Contributes</u> | <u>Number of<br/>Hospitals</u> | <u>Percentage</u> |
|----------------|---------------------------------|--------------------------------|-------------------|
| Life Insurance | Full Cost                       | 241                            | 71%               |
|                | Part of Cost                    | 34                             | 10                |
|                | None of Cost                    | <u>65</u>                      | <u>19</u>         |
|                | TOTAL                           | 340                            | 100%              |
| Disability     | Full Cost                       | 198                            | 59%               |
|                | Part of Cost                    | 27                             | 8                 |
|                | None of Cost                    | <u>111</u>                     | <u>33</u>         |
|                | TOTAL                           | 336                            | 100%              |
| Parking        | Full Cost                       | 246                            | 72%               |
|                | Part of Cost                    | 48                             | 14                |
|                | None of Cost                    | <u>48</u>                      | <u>14</u>         |
|                | TOTAL                           | 342                            | 100%              |
| Housing        | Full Cost                       | 13                             | 4%                |
|                | Part of Cost                    | 61                             | 19                |
|                | None of Cost                    | <u>247</u>                     | <u>77</u>         |
|                | TOTAL                           | 321                            | 100%              |

Table 61

Non-Health Benefits Provided to First Year Housestaff,  
By Geographic Region  
1988-89

| <u>Benefit</u> | <u>Hospital<br/>Contributes</u> | <u>Geographic Region</u>              |                            |                                    |                           |                               |
|----------------|---------------------------------|---------------------------------------|----------------------------|------------------------------------|---------------------------|-------------------------------|
|                |                                 | <u>North-<br/>eastern<br/>(N=130)</u> | <u>Southern<br/>(N=76)</u> | <u>Mid-<br/>western<br/>(N=91)</u> | <u>Western<br/>(N=43)</u> | <u>Nationwide<br/>(N=340)</u> |
| Life Insurance | Full Cost                       | 79%                                   | 63%                        | 75%                                | 51%                       | 71%                           |
|                | Part of Cost                    | 8                                     | 13                         | 9                                  | 14                        | 10                            |
|                | None of Cost                    | <u>13</u>                             | <u>24</u>                  | <u>17</u>                          | <u>35</u>                 | <u>19</u>                     |
|                | TOTAL                           | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Disability     | Full Cost                       | 65%                                   | 51%                        | 65%                                | 43%                       | 59%                           |
|                | Part of Cost                    | 7                                     | 12                         | 7                                  | 7                         | 8                             |
|                | None of Cost                    | <u>28</u>                             | <u>37</u>                  | <u>28</u>                          | <u>50</u>                 | <u>33</u>                     |
|                | TOTAL                           | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Parking        | Full Cost                       | 65%                                   | 73%                        | 80%                                | 73%                       | 72%                           |
|                | Part of Cost                    | 20                                    | 15                         | 8                                  | 7                         | 14                            |
|                | None of Cost                    | <u>15</u>                             | <u>12</u>                  | <u>12</u>                          | <u>20</u>                 | <u>14</u>                     |
|                | TOTAL                           | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |
| Housing        | Full Cost                       | 2%                                    | 11%                        | 2%                                 | 3%                        | 4%                            |
|                | Part of Cost                    | 36                                    | 3                          | 12                                 | 13                        | 19                            |
|                | None of Cost                    | <u>63</u>                             | <u>86</u>                  | <u>86</u>                          | <u>85</u>                 | <u>77</u>                     |
|                | TOTAL                           | 100%                                  | 100%                       | 100%                               | 100%                      | 100%                          |

Table 62  
Non-Health Benefits Provided to First Year Housestaff,  
By Affiliation Relationship  
1988-89

| <u>Benefit</u> | <u>Hospital<br/>Contributes</u> | <u>Affiliation Relationship</u>         |                                        |                                         |                               |
|----------------|---------------------------------|-----------------------------------------|----------------------------------------|-----------------------------------------|-------------------------------|
|                |                                 | <u>University-<br/>Owned<br/>(N=49)</u> | <u>Major<br/>Affiliate<br/>(N=248)</u> | <u>Limited<br/>Affiliate<br/>(N=37)</u> | <u>Nationwide<br/>(N=340)</u> |
| Life Insurance | Full Cost                       | 63%                                     | 72%                                    | 73%                                     | 71%                           |
|                | Part of Cost                    | 16                                      | 11                                     | 0                                       | 10                            |
|                | None of Cost                    | 20                                      | 17                                     | 27                                      | 19                            |
|                | TOTAL                           | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Disability     | Full Cost                       | 52%                                     | 59%                                    | 67%                                     | 59%                           |
|                | Part of Cost                    | 13                                      | 8                                      | 3                                       | 8                             |
|                | None of Cost                    | 35                                      | 33                                     | 31                                      | 33                            |
|                | TOTAL                           | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Parking        | Full Cost                       | 40%                                     | 76%                                    | 84%                                     | 72%                           |
|                | Part of Cost                    | 17                                      | 15                                     | 8                                       | 14                            |
|                | None of Cost                    | 43                                      | 10                                     | 8                                       | 14                            |
|                | TOTAL                           | 100%                                    | 100%                                   | 100%                                    | 100%                          |
| Housing        | Full Cost                       | 6%                                      | 3%                                     | 6%                                      | 4%                            |
|                | Part of Cost                    | 6                                       | 21                                     | 24                                      | 19                            |
|                | None of Cost                    | 88                                      | 76                                     | 70                                      | 77                            |
|                | TOTAL                           | 100%                                    | 100%                                   | 100%                                    | 100%                          |

Table 63

Non-Health Benefits Provided to First Year Housestaff,  
By Hospital Ownership, 1988-89

| <u>Benefit</u> | <u>Hospital<br/>Contributes</u> | <u>Hospital Ownership</u>          |                                          |                                     |                                        |                                               | <u>Nationwide<br/>(N=340)</u> |
|----------------|---------------------------------|------------------------------------|------------------------------------------|-------------------------------------|----------------------------------------|-----------------------------------------------|-------------------------------|
|                |                                 | <u>State-<br/>Owned<br/>(N=38)</u> | <u>Municipally-<br/>Owned<br/>(N=30)</u> | <u>Church-<br/>Owned<br/>(N=43)</u> | <u>Other<br/>Nonprofit<br/>(N=174)</u> | <u>Veterans<br/>Administration<br/>(N=54)</u> |                               |
| Life Insurance | Full Cost                       | 55%                                | 77%                                      | 79%                                 | 83%                                    | 32%                                           | 71%                           |
|                | Part of Cost                    | 18                                 | 3                                        | 2                                   | 4                                      | 33                                            | 10                            |
|                | None of Cost                    | 26                                 | 20                                       | 19                                  | 13                                     | 35                                            | 19                            |
|                | TOTAL                           | 100%                               | 100%                                     | 100%                                | 100%                                   | 100%                                          | 100%                          |
| Disability     | Full Cost                       | 42%                                | 53%                                      | 71%                                 | 69%                                    | 32%                                           | 59%                           |
|                | Part of Cost                    | 16                                 | 10                                       | 9                                   | 7                                      | 6                                             | 8                             |
|                | None of Cost                    | 42                                 | 37                                       | 21                                  | 24                                     | 63                                            | 33                            |
|                | TOTAL                           | 100%                               | 100%                                     | 100%                                | 100%                                   | 100%                                          | 100%                          |
| Parking        | Full Cost                       | 38%                                | 77%                                      | 81%                                 | 70%                                    | 87%                                           | 72%                           |
|                | Part of Cost                    | 19                                 | 13                                       | 12                                  | 18                                     | 2                                             | 14                            |
|                | None of Cost                    | 43                                 | 10                                       | 7                                   | 11                                     | 12                                            | 14                            |
|                | TOTAL                           | 100%                               | 100%                                     | 100%                                | 100%                                   | 100%                                          | 100%                          |
| Housing        | Full Cost                       | 8%                                 | 10%                                      | 3%                                  | 3%                                     | 2%                                            | 4%                            |
|                | Part of Cost                    | 3                                  | 24                                       | 31                                  | 25                                     | 4                                             | 19                            |
|                | None of Cost                    | 90                                 | 66                                       | 67                                  | 72                                     | 95                                            | 77                            |
|                | TOTAL                           | 100%                               | 100%                                     | 100%                                | 100%                                   | 100%                                          | 100%                          |

Table 64

Non-Health Benefits Provided to First Year Housestaff,  
By Hospital Bed Size  
1988-89

| <u>Benefit</u> | <u>Hospital Provides</u> | <u>Hospital Bed Size</u>           |                           |                           |                                   | <u>Nationwide<br/>(N=340)</u> |
|----------------|--------------------------|------------------------------------|---------------------------|---------------------------|-----------------------------------|-------------------------------|
|                |                          | <u>399 or<br/>Fewer<br/>(N=89)</u> | <u>400-549<br/>(N=96)</u> | <u>550-699<br/>(N=74)</u> | <u>700<br/>or More<br/>(N=81)</u> |                               |
| Life Insurance | Full Cost                | 75%                                | 60%                       | 73%                       | 77%                               | 71%                           |
|                | Part of Cost             | 7                                  | 15                        | 10                        | 9                                 | 10                            |
|                | None of Cost             | <u>18</u>                          | <u>25</u>                 | <u>18</u>                 | <u>15</u>                         | <u>19</u>                     |
|                | TOTAL                    | 100%                               | 100%                      | 100%                      | 100%                              | 100%                          |
| Disability     | Full Cost                | 62%                                | 49%                       | 64%                       | 63%                               | 59%                           |
|                | Part of Cost             | 8                                  | 9                         | 6                         | 9                                 | 8                             |
|                | None of Cost             | <u>30</u>                          | <u>42</u>                 | <u>30</u>                 | <u>28</u>                         | <u>33</u>                     |
|                | TOTAL                    | 100%                               | 100%                      | 100%                      | 100%                              | 100%                          |
| Parking        | Full Cost                | 66%                                | 76%                       | 85%                       | 63%                               | 72%                           |
|                | Part of Cost             | 15                                 | 11                        | 8                         | 21                                | 14                            |
|                | None of Cost             | <u>20</u>                          | <u>13</u>                 | <u>7</u>                  | <u>16</u>                         | <u>14</u>                     |
|                | TOTAL                    | 100%                               | 100%                      | 100%                      | 100%                              | 100%                          |
| Housing        | Full Cost                | 1%                                 | 3%                        | 6%                        | 7%                                | 4%                            |
|                | Part of Cost             | 17                                 | 16                        | 24                        | 21                                | 19                            |
|                | None of Cost             | <u>82</u>                          | <u>81</u>                 | <u>71</u>                 | <u>72</u>                         | <u>77</u>                     |
|                | TOTAL                    | 100%                               | 100%                      | 100%                      | 100%                              | 100%                          |

Table 65

Non-Health Benefits: Provision of Meals  
1988-89

|                                 | ON CALL                 |              |                 |                 | WHEN WORKING            |              |                 |                 |
|---------------------------------|-------------------------|--------------|-----------------|-----------------|-------------------------|--------------|-----------------|-----------------|
|                                 | Hospitals<br>Responding | Full<br>Cost | Reduced<br>Cost | None of<br>Cost | Hospitals<br>Responding | Full<br>Cost | Reduced<br>Cost | None of<br>Cost |
| Nationwide                      | 257                     | 77%          | 6%              | 17%             | 237                     | 34%          | 24%             | 43%             |
| <u>Geographic Region</u>        |                         |              |                 |                 |                         |              |                 |                 |
| Northeastern                    | 100                     | 74           | 6               | 20              | 95                      | 26           | 24              | 50              |
| Southern                        | 61                      | 71           | 7               | 23              | 54                      | 24           | 30              | 46              |
| Midwestern                      | 65                      | 85           | 6               | 9               | 66                      | 44           | 23              | 33              |
| Western                         | 31                      | 84           | 3               | 13              | 22                      | 59           | 9               | 32              |
| <u>Affiliation Relationship</u> |                         |              |                 |                 |                         |              |                 |                 |
| University-Owned                | 45                      | 73           | 4               | 22              | 21                      | 14           | 24              | 62              |
| Major Affiliate                 | 188                     | 77           | 6               | 17              | 182                     | 32           | 25              | 43              |
| Limited Affiliate               | 20                      | 90           | 5               | 5               | 30                      | 53           | 17              | 30              |
| <u>Hospital Ownership</u>       |                         |              |                 |                 |                         |              |                 |                 |
| State-Owned                     | 34                      | 71           | 6               | 24              | 17                      | 12           | 35              | 53              |
| Municipally-Owned               | 18                      | 78           | 0               | 22              | 24                      | 54           | 13              | 33              |
| Church-Owned                    | 21                      | 86           | 0               | 14              | 34                      | 53           | 21              | 27              |
| Other, Nonprofit                | 127                     | 72           | 9               | 20              | 125                     | 31           | 31              | 38              |
| Veterans Administration         | 56                      | 91           | 4               | 5               | 36                      | 22           | 3               | 75              |
| <u>Hospital Bedsize</u>         |                         |              |                 |                 |                         |              |                 |                 |
| 399 or Fewer                    | 72                      | 71           | 7               | 22              | 64                      | 19           | 20              | 61              |
| 400-549                         | 71                      | 89           | 3               | 9               | 63                      | 37           | 29              | 35              |
| 550-699                         | 56                      | 71           | 9               | 20              | 53                      | 43           | 25              | 32              |
| 700 or More                     | 58                      | 76           | 5               | 19              | 57                      | 39           | 21              | 40              |

Table 66  
Annual Vacation Provided to First Year Housestaff  
1988-89

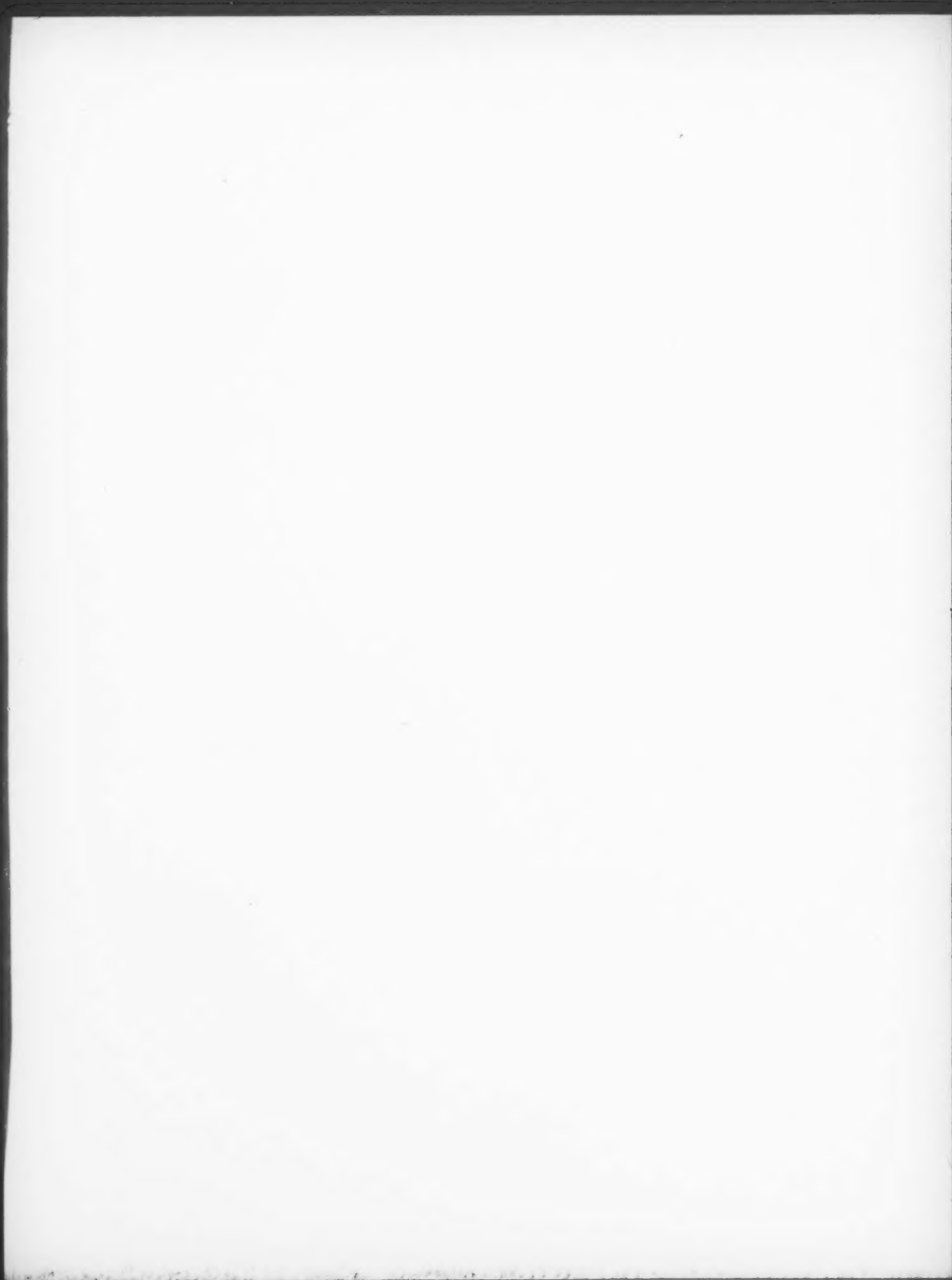
|                                 | Two Weeks<br>or Less | Three Weeks | Four Weeks<br>or More |
|---------------------------------|----------------------|-------------|-----------------------|
| <u>Nationwide (N=332)</u>       | 44%                  | 38%         | 18%                   |
| <u>Geographic Region</u>        |                      |             |                       |
| Northeastern (N=121)            | 36                   | 31          | 34                    |
| Southern (N=76)                 | 65                   | 33          | 3                     |
| Midwestern (N=93)               | 44                   | 47          | 9                     |
| Western (N=42)                  | 31                   | 48          | 21                    |
| <u>Affiliation Relationship</u> |                      |             |                       |
| University-Owned (N=47)         | 36                   | 47          | 17                    |
| Major Affiliate (N=245)         | 47                   | 35          | 18                    |
| Limited Affiliate (N=34)        | 38                   | 47          | 15                    |
| <u>Hospital Ownership</u>       |                      |             |                       |
| State-Owned (N=38)              | 37                   | 42          | 21                    |
| Municipally-Owned (N=31)        | 42                   | 42          | 16                    |
| Church-Owned (N=43)             | 44                   | 44          | 12                    |
| Other Nonprofit (N=160)         | 44                   | 38          | 18                    |
| Veterans Administration (N=59)  | 48                   | 29          | 24                    |
| <u>Hospital Bed Size</u>        |                      |             |                       |
| 399 or Fewer (N=86)             | 37                   | 45          | 17                    |
| 400-549 (N=94)                  | 52                   | 32          | 16                    |
| 550-699 (N=73)                  | 47                   | 36          | 18                    |
| 700 or More (N=79)              | 39                   | 39          | 22                    |

Table 67  
Annual Vacation Provided to Second Year Housestaff  
1988-89

|                                 | Two Weeks<br>or Less | Three Weeks | Four Weeks<br>or More |
|---------------------------------|----------------------|-------------|-----------------------|
| <u>Nationwide (N=329)</u>       | 14%                  | 59%         | 27%                   |
| <u>Geographic Region</u>        |                      |             |                       |
| Northeastern (N=120)            | 12                   | 45          | 43                    |
| Southern (N=75)                 | 28                   | 57          | 15                    |
| Midwestern (N=92)               | 9                    | 75          | 16                    |
| Western (N=42)                  | 7                    | 67          | 26                    |
| <u>Affiliation Relationship</u> |                      |             |                       |
| University-Owned (N=47)         | 17                   | 57          | 26                    |
| Major Affiliate (N=241)         | 13                   | 60          | 27                    |
| Limited Affiliate (N=35)        | 17                   | 54          | 29                    |
| <u>Hospital Ownership</u>       |                      |             |                       |
| State-Owned (N=38)              | 21                   | 50          | 29                    |
| Municipally-Owned (N=31)        | 19                   | 58          | 23                    |
| Church-Owned (N=43)             | 12                   | 70          | 18                    |
| Other Nonprofit (N=159)         | 13                   | 60          | 26                    |
| Veterans Administration (N=57)  | 11                   | 54          | 35                    |
| <u>Hospital Bed Size</u>        |                      |             |                       |
| 399 or Fewer (N=85)             | 8                    | 67          | 25                    |
| 400-549 (N=93)                  | 17                   | 56          | 27                    |
| 550-699 (N=72)                  | 18                   | 57          | 25                    |
| 700 or More (N=79)              | 13                   | 56          | 31                    |

Table 68  
Time Allotted House Officers for Attending Seminars  
1988-89

|                                 | Less than<br><u>5 days</u> | <u>5 days</u> | More Than<br><u>5 days</u> |
|---------------------------------|----------------------------|---------------|----------------------------|
| <u>Nationwide (N=176)</u>       | 21%                        | 45%           | 35                         |
| <u>Geographic Region</u>        |                            |               |                            |
| Northeastern (N=59)             | 31                         | 44            | 24                         |
| Southern (N=34)                 | 18                         | 62            | 21                         |
| Midwestern (N=62)               | 8                          | 40            | 52                         |
| Western (N=21)                  | 34                         | 33            | 34                         |
| <u>Affiliation Relationship</u> |                            |               |                            |
| University-Owned (N=16)         | 19                         | 25            | 56                         |
| Major Affiliate (N=129)         | 22                         | 49            | 30                         |
| Limited Affiliate (N=29)        | 24                         | 35            | 41                         |
| <u>Hospital Ownership</u>       |                            |               |                            |
| State-Owned (N=12)              | 8                          | 42            | 50                         |
| Municipally-Owned (N=13)        | 16                         | 46            | 39                         |
| Church-Owned (N=29)             | 17                         | 48            | 35                         |
| Other Nonprofit (N=93)          | 19                         | 48            | 33                         |
| Veterans Administration (N=28)  | 43                         | 29            | 29                         |
| <u>Hospital Bed Size</u>        |                            |               |                            |
| 399 or Fewer (N=52)             | 35                         | 42            | 23                         |
| 400-549 (N=48)                  | 15                         | 48            | 37                         |
| 550-699 (N=36)                  | 6                          | 58            | 37                         |
| 700 or More (N=40)              | 26                         | 33            | 41                         |



## CHAPTER III

### HOUSESTAFF FUNDING

#### HOSPITAL EXPENDITURES

Respondents are asked to report both gross expenditures on housestaff stipends and fringe benefits in fiscal year 1987-88 (Tables 69-73) and the component funding sources which cover these costs (Tables 74-81). The average total expenditure by each responding hospital for stipends and fringe benefits of residents only was \$4,589,784. For those 116 hospitals with clinical fellows, average expenditures for fellows were \$704,261 per institution. These are total averages--not disaggregated by full time equivalents (FTEs) or year of training. Changes in reported mean expenditures from previous years could be due to: 1) an increase in the number of housestaff; 2) the inclusion of different hospitals; 3) a different mix of post-MD year students among the respondents; or 4) a change in compensation or benefit levels for included housestaff.

Table 71 reveals that resident stipends in the 317 reporting hospitals account for 4.3 percent of these hospitals' total operating budgets. The separation of stipend and fringe benefit expenditures generates Tables 72 and 73 which show that fringe benefits equal about 20 percent of stipend costs.

#### SOURCES OF FUNDING

The single largest reported funding source for housestaff stipends and benefits is patient revenues and general operating appropriations. In 1987-88, these funds provided 81.4 percent and 66.5 percent of resident and clinical fellow total funding, respectively. Figures 4 and 5 exhibit the nationwide funding composition. By affiliation, university-owned hospitals relied less on patient revenues and limited affiliates more. In the ownership categories (Tables 78-81), state and municipally-owned hospitals had patient revenue funding below the national average and church and other non-profit hospitals had funding above the national average.

For residents, state appropriations are the next most significant funding source at 3.9 percent. For clinical fellows, state appropriations (5.2%) falls slightly behind physician fee revenues (6.4%) as a funding source. University-owned (affiliation) and state-owned hospitals receive a far greater amount of funding from VA appropriations and medical school/university funds than other affiliation or ownership categories.

Note that Veterans Administration hospitals are not included in these analyses. The high level of VA hospital COTH membership combined with their high response rate would overstate the VA share of nationwide funding sources.

Table 69  
Average Expenditures for Residents' Stipends and Fringe Benefits  
1987-88

|                                 |                                | <u>Expenditures for Residents'<br/>Stipends &amp; Fringe Benefits</u> |               |
|---------------------------------|--------------------------------|-----------------------------------------------------------------------|---------------|
|                                 | <u>Number of<br/>Hospitals</u> | <u>Mean</u>                                                           | <u>Median</u> |
| <u>All Responding Hospitals</u> | 333                            | \$4,589,784                                                           | \$3,204,553   |
| <u>Geographic Region</u>        |                                |                                                                       |               |
| Northeastern                    | 129                            | 4,944,283                                                             | 3,857,063     |
| Southern                        | 72                             | 4,431,375                                                             | 3,356,412     |
| Midwestern                      | 91                             | 3,717,364                                                             | 2,682,554     |
| Western                         | 41                             | 5,513,335                                                             | 3,649,037     |
| <u>Affiliation Relationship</u> |                                |                                                                       |               |
| University-Owned                | 48                             | 7,990,264                                                             | 7,416,364     |
| Major Affiliate                 | 243                            | 4,231,788                                                             | 2,899,803     |
| Limited Affiliate               | 36                             | 2,714,216                                                             | 2,369,203     |
| <u>Hospital Ownership</u>       |                                |                                                                       |               |
| State-Owned                     | 38                             | 7,351,040                                                             | 6,894,000     |
| Municipally-Owned               | 29                             | 7,299,731                                                             | 5,350,000     |
| Church-Owned                    | 40                             | 3,695,770                                                             | 2,667,856     |
| Other, Nonprofit                | 166                            | 4,373,806                                                             | 2,985,000     |
| Veterans Administration         | 60                             | 2,724,732                                                             | 2,400,295     |
| <u>Hospital Bedsize</u>         |                                |                                                                       |               |
| 399 or Fewer                    | 87                             | 2,892,158                                                             | 2,100,000     |
| 400-549                         | 92                             | 3,696,196                                                             | 2,985,000     |
| 550-699                         | 74                             | 4,514,789                                                             | 3,514,803     |
| 700 or More                     | 80                             | 7,532,950                                                             | 5,500,000     |

Table 70  
Average Expenditures for Clinical Fellows' Stipends and Fringe Benefits  
1987-88

|                                 | Number of<br>Hospitals | Expenditures for Fellows'<br>Stipends & Fringe Benefits |           |
|---------------------------------|------------------------|---------------------------------------------------------|-----------|
|                                 |                        | Mean                                                    | Median    |
| <u>All Responding Hospitals</u> | 116                    | \$ 704,261                                              | \$421,000 |
| <u>Geographic Region</u>        |                        |                                                         |           |
| Northeastern                    | 56                     | 748,621                                                 | 461,840   |
| Southern                        | 18                     | 766,079                                                 | 407,918   |
| Midwestern                      | 27                     | 684,523                                                 | 226,320   |
| Western                         | 15                     | 499,999                                                 | 398,492   |
| <u>Affiliation Relationship</u> |                        |                                                         |           |
| University-Owned                | 17                     | 1,296,301                                               | 879,235   |
| Major Affiliate                 | 81                     | 664,768                                                 | 398,492   |
| Limited Affiliate               | 17                     | 327,188                                                 | 184,000   |
| <u>Hospital Ownership</u>       |                        |                                                         |           |
| State-Owned                     | 13                     | 1,593,305                                               | 1,600,515 |
| Municipally-Owned               | 7                      | 806,226                                                 | 793,561   |
| Church-Owned                    | 13                     | 202,015                                                 | 167,666   |
| Other, Nonprofit                | 65                     | 706,518                                                 | 359,109   |
| Veterans Administration         | 18                     | 377,104                                                 | 407,918   |
| <u>Hospital Bedsize</u>         |                        |                                                         |           |
| 399 or Fewer                    | 31                     | 449,572                                                 | 301,631   |
| 400-549                         | 29                     | 652,663                                                 | 324,644   |
| 550-699                         | 28                     | 602,693                                                 | 461,840   |
| 700 or More                     | 28                     | 1,141,247                                               | 616,767   |

Table 71

Residents' Stipends and Benefits as a Percentage of  
Hospital's Total Operating Budget, 1987-88

|                                 | Number of<br>Hospitals | <u>Percentage of Hospital Budget</u> |             |
|---------------------------------|------------------------|--------------------------------------|-------------|
|                                 |                        | <u>Median</u>                        | <u>Mean</u> |
| <u>All Responding Hospitals</u> | 317                    | 3.2%                                 | 4.3%        |
| <u>Geographic Region</u>        |                        |                                      |             |
| Northeastern                    | 125                    | 3.4                                  | 4.4         |
| Southern                        | 67                     | 3.3                                  | 5.0         |
| Midwestern                      | 88                     | 2.8                                  | 3.9         |
| Western                         | 37                     | 3.5                                  | 3.6         |
| <u>Affiliation Relationship</u> |                        |                                      |             |
| University-Owned                | 45                     | 4.6                                  | 4.7         |
| Major Affiliate                 | 233                    | 3.1                                  | 4.5         |
| Limited Affiliate               | 33                     | 2.5                                  | 2.8         |
| <u>Hospital Ownership</u>       |                        |                                      |             |
| State-Owned                     | 35                     | 4.6                                  | 4.7         |
| Municipally-Owned               | 28                     | 4.7                                  | 7.9         |
| Church-Owned                    | 39                     | 2.3                                  | 5.1         |
| Other, Nonprofit                | 157                    | 2.9                                  | 3.1         |
| Veterans Administration         | 58                     | 3.3                                  | 5.2         |
| <u>Hospital Bed Size</u>        |                        |                                      |             |
| 399 or Fewer                    | 81                     | 3.1                                  | 4.5         |
| 400-549                         | 89                     | 3.2                                  | 4.5         |
| 550-699                         | 69                     | 3.1                                  | 4.6         |
| 700 or More                     | 78                     | 3.3                                  | 3.7         |

Table 72  
Ratio of Fringe Benefits to Stipend Expenditures for Residents  
1987-88

|                           | <u>Number of<br/>Hospitals</u> | <u>Mean</u> | <u>Median</u> |
|---------------------------|--------------------------------|-------------|---------------|
| <u>Nationwide</u>         | 326                            | .202        | .171          |
| <u>Geographic Region</u>  |                                |             |               |
| Northeastern              | 128                            | .198        | .191          |
| Southern                  | 71                             | .163        | .150          |
| Midwestern                | 91                             | .257        | .170          |
| Western                   | 36                             | .159        | .159          |
| <u>Affiliation</u>        |                                |             |               |
| University                | 47                             | .173        | .164          |
| Major                     | 239                            | .182        | .170          |
| Limited                   | 34                             | .391        | .183          |
| <u>Hospital Ownership</u> |                                |             |               |
| State                     | 37                             | .160        | .161          |
| Municipal                 | 28                             | .172        | .160          |
| Church                    | 39                             | .215        | .194          |
| Other Nonprofit           | 163                            | .247        | .198          |
| Veterans Adm.             | 59                             | .113        | .109          |
| <u>Hospital Bed Size</u>  |                                |             |               |
| 399 or Fewer              | 85                             | .190        | .178          |
| 400-549                   | 88                             | .170        | .171          |
| 550-699                   | 74                             | .282        | .175          |
| 700 or More               | 79                             | .177        | .165          |

Table 73  
Ratio of Fringe Benefits to Stipend Expenditures for Fellows  
1987-88

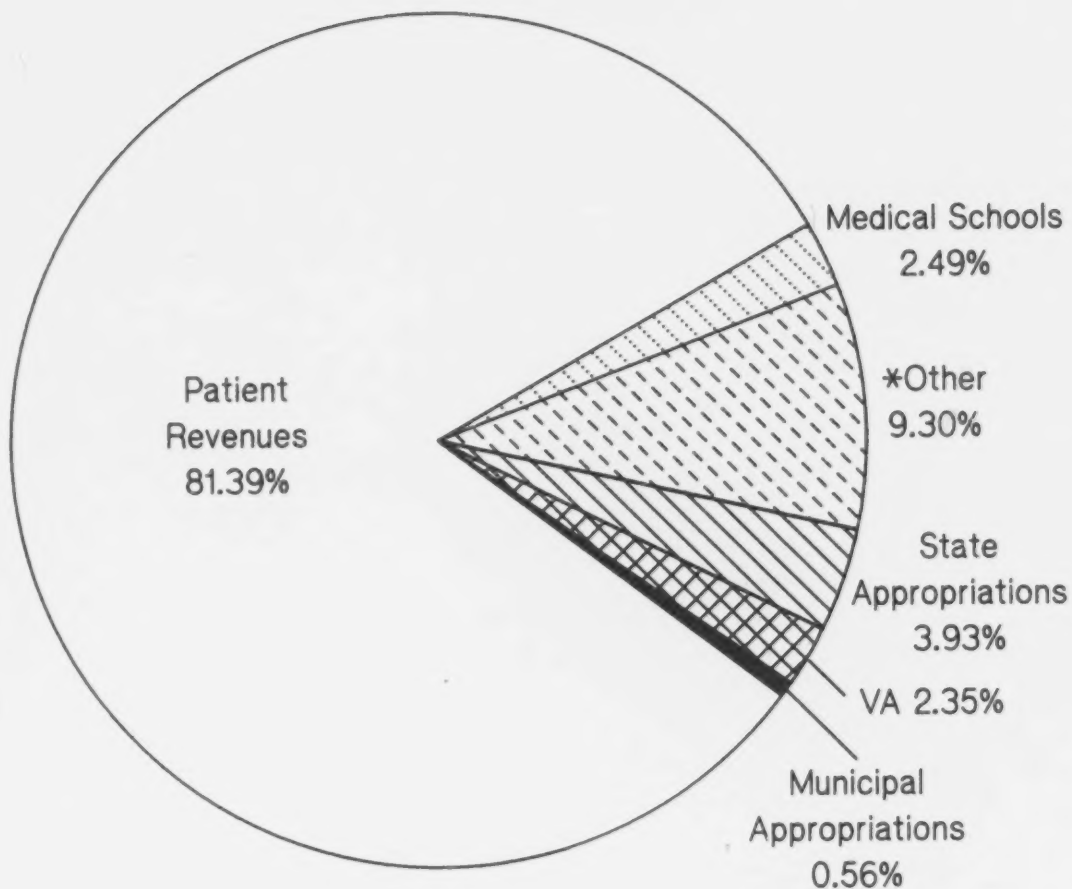
|                           | <u>Number of<br/>Hospitals</u> | <u>Mean</u> | <u>Median</u> |
|---------------------------|--------------------------------|-------------|---------------|
| <u>Nationwide</u>         | 115                            | .177        | .176          |
| <u>Geographic Region</u>  |                                |             |               |
| Northeastern              | 56                             | .205        | .200          |
| Southern                  | 18                             | .128        | .105          |
| Midwestern                | 27                             | .160        | .140          |
| Western                   | 14                             | .163        | .163          |
| <u>Affiliation</u>        |                                |             |               |
| University                | 17                             | .159        | .163          |
| Major                     | 81                             | .182        | .176          |
| Limited                   | 16                             | .184        | .180          |
| <u>Hospital Ownership</u> |                                |             |               |
| State                     | 13                             | .158        | .163          |
| Municipal                 | 6                              | .187        | .157          |
| Church                    | 13                             | .182        | .200          |
| Other Nonprofit           | 65                             | .199        | .195          |
| Veterans Adm.             | 18                             | .108        | .099          |
| <u>Hospital Bed Size</u>  |                                |             |               |
| 399 or Fewer              | 30                             | .203        | .181          |
| 400-549                   | 29                             | .174        | .180          |
| 550-699                   | 28                             | .173        | .160          |
| 700 or More               | 28                             | .158        | .141          |

Table 74

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
NATIONWIDE (Excluding VA Hospitals)

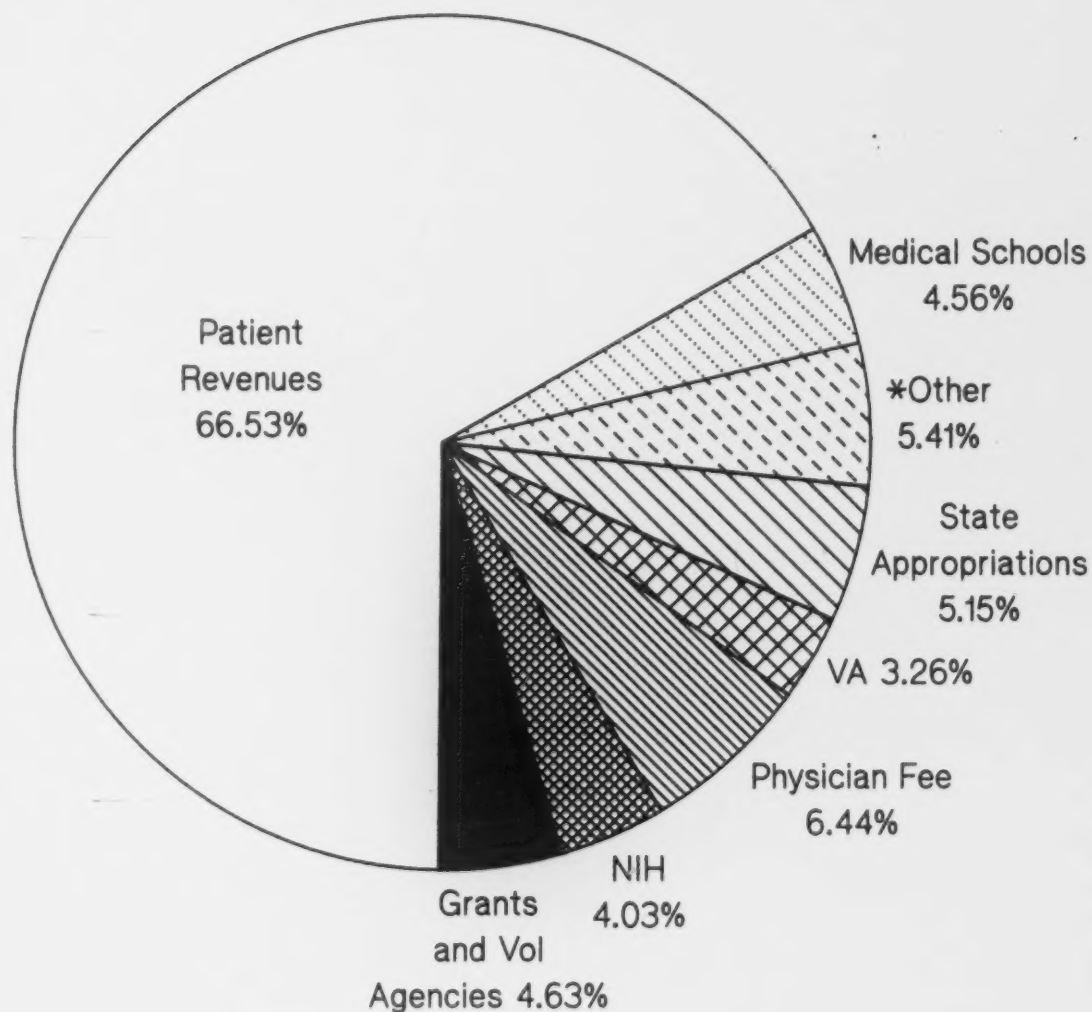
| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 81.39%                   | 66.53%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 3.93                     | 5.15                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.56                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 2.35                     | 3.26                    |
| Physician Fee Revenue                                                | 0.72                     | 6.44                    |
| Medical School/University Funds                                      | 2.49                     | 4.56                    |
| NIH                                                                  | 0.29                     | 4.03                    |
| Other Federal Agencies                                               | 0.18                     | 0.65                    |
| Endowment Income                                                     | 0.06                     | 0.23                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.26                     | 4.63                    |
| Other                                                                | 7.79                     | 4.53                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 272                      | 98                      |

**Figure 4:**  
**Residents Stipends and Benefits:**  
**Sources of Funding**  
**- Excluding VA Hospitals -**  
**1987 - 1988**



\*Also includes Physician Fee, NIH, Federal Agencies,  
Grants and Voluntary Agencies, and Endowments

**Figure 5:**  
**Clinical Fellows Stipends and Benefits:**  
**Sources of Funding**  
**- Excluding VA Hospitals -**  
**1987 - 1988**



\*Also includes Endowments, Municipal Appropriations, and Federal Agency

Table 75

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
UNIVERSITY-OWNED (Excluding VA Hospitals)

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 71.30%                   | 43.11%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 7.85                     | 0.55                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.01                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 3.54                     | 8.72                    |
| Physician Fee Revenue                                                | 1.40                     | 15.73                   |
| Medical School/University Funds                                      | 4.73                     | 4.73                    |
| NIH                                                                  | 0.37                     | 8.29                    |
| Other Federal Agencies                                               | 0.13                     | 1.70                    |
| Endowment Income                                                     | 0.05                     | 0.00                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.38                     | 9.56                    |
| Other                                                                | 10.26                    | 7.61                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 48                       | 17                      |

Table 76

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
MAJOR AFFILIATE (Excluding VA Hospitals)

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 84.32%                   | 74.72%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 2.49                     | 7.89                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.88                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 2.10                     | 1.06                    |
| Physician Fee Revenue                                                | 0.39                     | 2.78                    |
| Medical School/University Funds                                      | 1.76                     | 5.00                    |
| NIH                                                                  | 0.28                     | 2.48                    |
| Other Federal Agencies                                               | 0.23                     | 0.23                    |
| Endowment Income                                                     | 0.05                     | 0.37                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.20                     | 2.13                    |
| Other                                                                | 7.30                     | 3.35                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 184                      | 65                      |

Table 77

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
LIMITED AFFILIATE (Excluding VA Hospitals)

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 94.31%                   | 91.35%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 1.49                     | 0.00                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.00                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 0.00                     | 0.00                    |
| Physician Fee Revenue                                                | 0.96                     | 0.17                    |
| Medical School/University Funds                                      | 0.21                     | 0.00                    |
| NIH                                                                  | 0.04                     | 0.00                    |
| Other Federal Agencies                                               | 0.00                     | 0.00                    |
| Endowment Income                                                     | 0.08                     | 0.00                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.21                     | 6.36                    |
| Other                                                                | 2.72                     | 2.12                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 40                       | 16                      |

Table 78

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
STATE-OWNED

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 67.09%                   | 39.93%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 11.39                    | 15.05                   |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.00                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 3.52                     | 6.66                    |
| Physician Fee Revenue                                                | 1.33                     | 16.06                   |
| Medical School/University Funds                                      | 7.27                     | 4.48                    |
| NIH                                                                  | 0.44                     | 9.91                    |
| Other Federal Agencies                                               | 0.38                     | 2.31                    |
| Endowment Income                                                     | 0.07                     | 0.00                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.43                     | 3.29                    |
| Other                                                                | 8.08                     | 2.31                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 38                       | 13                      |

Table 79

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88  
MUNICIPALLY-OWNED

| <u>Funding Source</u>                                         | <u>Source of Revenue</u> |                         |
|---------------------------------------------------------------|--------------------------|-------------------------|
|                                                               | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br>General Operating Appropriations      | 64.46%                   | 77.40%                  |
| State Appropriations Earmarked for<br>Housestaff Expenses     | 2.31                     | 0.00                    |
| Municipal Appropriations Earmarked<br>for Housestaff Expenses | 3.16                     | 0.00                    |
| Veterans Administration<br>Appropriations                     | 2.04                     | 0.00                    |
| Physician Fee Revenue                                         | 0.07                     | 0.00                    |
| Medical School/University Funds                               | 1.82                     | 0.00                    |
| NIH                                                           | 0.03                     | 0.00                    |
| Other Federal Agencies                                        | 0.33                     | 0.00                    |
| Endowment Income                                              | 0.00                     | 0.00                    |
| Foundation Grants, Voluntary<br>Agencies                      | 0.42                     | 0.00                    |
| Other                                                         | 25.36                    | 22.60                   |
| TOTAL                                                         | 100.00%                  | 100.00%                 |
| Number of Hospitals                                           | 29                       | 7                       |

Table 80

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88

## CHURCH-OWNED

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 93.32%                   | 91.53%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 2.27                     | 0.00                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.00                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 1.21                     | 0.00                    |
| Physician Fee Revenue                                                | 0.00                     | 3.11                    |
| Medical School/University Funds                                      | 0.16                     | 0.00                    |
| NIH                                                                  | 0.19                     | 0.00                    |
| Other Federal Agencies                                               | 0.00                     | 0.00                    |
| Endowment Income                                                     | 0.00                     | 0.57                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.10                     | 4.78                    |
| Other                                                                | 2.75                     | 0.00                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 40                       | 13                      |

Table 81

Percentage Distribution of Funding Sources Used to Pay Hospital  
Costs of Housestaff Stipends and Fringe Benefits, 1987-88

## OTHER NONPROFIT

| <u>Funding Source</u>                                                | <u>Source of Revenue</u> |                         |
|----------------------------------------------------------------------|--------------------------|-------------------------|
|                                                                      | <u>Residents</u>         | <u>Clinical Fellows</u> |
| Patient Revenues and<br><u>General</u> Operating Appropriations      | 89.53%                   | 75.91%                  |
| State Appropriations <u>Earmarked</u> for<br>Housestaff Expenses     | 1.84                     | 1.56                    |
| Municipal Appropriations <u>Earmarked</u><br>for Housestaff Expenses | 0.14                     | 0.00                    |
| Veterans Administration<br>Appropriations                            | 2.21                     | 2.30                    |
| Physician Fee Revenue                                                | 0.82                     | 3.03                    |
| Medical School/University Funds                                      | 1.28                     | 5.43                    |
| NIH                                                                  | 0.33                     | 2.07                    |
| Other Federal Agencies                                               | 0.09                     | 0.00                    |
| Endowment Income                                                     | 0.08                     | 0.35                    |
| Foundation Grants, Voluntary<br>Agencies                             | 0.17                     | 5.81                    |
| Other                                                                | 3.53                     | 3.55                    |
| TOTAL                                                                | 100.00%                  | 100.00%                 |
| Number of Hospitals                                                  | 165                      | 65                      |

# Appendix A

## Dollar and Percentage Increases in Mean First-Year Housestaff Stipends 1971-1989

| <u>Academic<br/>Year</u> | <u>Mean<br/>Stipend*</u> | <u>Dollar Increase<br/>Over Previous Year</u> | <u>Percentage Increase<br/>Over Previous Year</u> |
|--------------------------|--------------------------|-----------------------------------------------|---------------------------------------------------|
| 1971-72                  | 9,198                    | 1,083                                         | 13.3                                              |
| 1972-73                  | 9,698                    | 500                                           | 5.4                                               |
| 1973-74                  | 10,114                   | 416                                           | 4.3                                               |
| 1974-75                  | 10,692                   | 578                                           | 5.7                                               |
| 1975-76                  | 11,685                   | 993                                           | 9.2                                               |
| 1976-77                  | 12,371                   | 686                                           | 5.9                                               |
| 1977-78                  | 13,145                   | 774                                           | 6.3                                               |
| 1978-79                  | 13,904                   | 759                                           | 5.8                                               |
| 1979-80                  | 14,811                   | 907                                           | 6.5                                               |
| 1980-81                  | 16,017                   | 1,206                                         | 8.1                                               |
| 1981-82                  | 17,540                   | 1,523                                         | 9.5                                               |
| 1982-83                  | 18,910                   | 1,370                                         | 7.8                                               |
| 1983-84                  | 19,868                   | 958                                           | 5.1                                               |
| 1984-85                  | 20,808                   | 940                                           | 4.7                                               |
| 1985-86                  | 21,462                   | 654                                           | 3.1                                               |
| 1986-87                  | 22,006                   | 544                                           | 2.5                                               |
| 1987-88                  | 22,747                   | 741                                           | 3.4                                               |
| 1988-89                  | 23,607                   | 860                                           | 3.8                                               |

\*Mean stipend figures represent the projected amounts reported on each annual survey and are not revised by historical data received in the subsequent year.

Appendix B  
Ratios of Residents to Beds  
1987-88

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|                                 | <u>Median<br/>Ratio</u> |
|---------------------------------|-------------------------|
| <u>Nationwide (N=347)</u>       | .210                    |
| <u>Geographic Region</u>        |                         |
| Northeastern (N=128)            | .212                    |
| Southern (N=80)                 | .200                    |
| Midwestern (N=98)               | .191                    |
| Western (N=41)                  | .274                    |
| <u>Affiliation Relationship</u> |                         |
| University-Owned (N=50)         | .549                    |
| Major Affiliate (N=254)         | .193                    |
| Limited Affiliate (N=37)        | .141                    |
| <u>Hospital Ownership</u>       |                         |
| State-Owned (N=39)              | .512                    |
| Municipally-Owned (N=29)        | .348                    |
| Church-Owned (N=44)             | .126                    |
| Other Nonprofit (N=172)         | .219                    |
| Veterans Administration (N=62)  | .166                    |
| <u>Hospital Bed Size</u>        |                         |
| 399 or Fewer (N=90)             | .248                    |
| 400-549 (N=98)                  | .193                    |
| 550-699 (N=75)                  | .192                    |
| 700 or More (N=84)              | .182                    |

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## Appendix C

### Ratios of Post-M.D. Trainees to Beds (Includes Fellows) 1987-88

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|                                 | <u>Median<br/>Ratio</u> |
|---------------------------------|-------------------------|
| <u>Nationwide</u> (N=260)       | .254                    |
| <u>Geographic Region</u>        |                         |
| Northeastern (N=98)             | .255                    |
| Southern (N=56)                 | .238                    |
| Midwestern (N=74)               | .243                    |
| Western (N=32)                  | .338                    |
| <u>Affiliation Relationship</u> |                         |
| University-Owned (N=41)         | .649                    |
| Major Affiliate (N=182)         | .242                    |
| Limited Affiliate (N=32)        | .154                    |
| <u>Hospital Ownership</u>       |                         |
| State-Owned (N=32)              | .617                    |
| Municipally-Owned (N=23)        | .373                    |
| Church-Owned (N=33)             | .141                    |
| Other Nonprofit (N=129)         | .270                    |
| Veterans Administration (N=42)  | .200                    |
| <u>Hospital Bed Size</u>        |                         |
| 399 or Fewer (N=71)             | .294                    |
| 400-549 (N=74)                  | .235                    |
| 550-699 (N=52)                  | .218                    |
| 700 or More (N=63)              | .247                    |

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Appendix D  
Minorities as a Percentage of Total Residents  
1987-88

|                                 | <u>Number of<br/>Hospitals<br/>Responding</u> | <u>Mean</u> | <u>Median</u> |
|---------------------------------|-----------------------------------------------|-------------|---------------|
| <u>Nationwide</u>               | 351                                           | 4.92%       | 2.38%         |
| <u>Geographic Region</u>        |                                               |             |               |
| Northeastern                    | 132                                           | 4.74        | 2.64          |
| Southern                        | 79                                            | 4.49        | 1.37          |
| Midwestern                      | 98                                            | 4.84        | 2.40          |
| Western                         | 42                                            | 6.50        | 2.00          |
| <u>Affiliation Relationship</u> |                                               |             |               |
| University-Owned                | 51                                            | 3.49        | 2.16          |
| Major Affiliate                 | 257                                           | 5.31        | 2.38          |
| Limited Affiliate               | 37                                            | 4.35        | 2.31          |
| <u>Hospital Ownership</u>       |                                               |             |               |
| State-Owned                     | 40                                            | 5.52        | 3.03          |
| Municipally-Owned               | 31                                            | 9.99        | 5.03          |
| Church-Owned                    | 44                                            | 5.33        | 2.18          |
| Other Nonprofit                 | 174                                           | 4.16        | 2.38          |
| Veterans Administration         | 61                                            | 3.87        | 0.01          |
| <u>Hospital Bed Size</u>        |                                               |             |               |
| 399 or Fewer                    | 92                                            | 4.03        | 2.21          |
| 400-549                         | 99                                            | 5.45        | 1.79          |
| 550-699                         | 74                                            | 3.58        | 1.48          |
| 700 or More                     | 86                                            | 6.42        | 3.65          |

# Appendix E

## Minorities as a Percentage of Total Residents and Fellows 1987-88

|                                 | <u>Number of<br/>Hospitals<br/>Responding</u> | <u>Mean</u> | <u>Median</u> |
|---------------------------------|-----------------------------------------------|-------------|---------------|
| <u>Nationwide</u>               | 264                                           | 4.27%       | 2.33%         |
| <u>Geographic Region</u>        |                                               |             |               |
| Northeastern                    | 102                                           | 4.70        | 2.54          |
| Southern                        | 55                                            | 2.98        | 1.04          |
| Midwestern                      | 74                                            | 4.16        | 2.39          |
| Western                         | 33                                            | 5.38        | 2.32          |
| <u>Affiliation Relationship</u> |                                               |             |               |
| University-Owned                | 42                                            | 3.18        | 2.95          |
| Major Affiliate                 | 185                                           | 4.64        | 2.32          |
| Limited Affiliate               | 32                                            | 3.93        | 1.83          |
| <u>Hospital Ownership</u>       |                                               |             |               |
| State-Owned                     | 33                                            | 3.34        | 2.75          |
| Municipally-Owned               | 25                                            | 9.21        | 4.59          |
| Church-Owned                    | 33                                            | 4.47        | 2.72          |
| Other Nonprofit                 | 131                                           | 3.99        | 2.33          |
| Veterans Administration         | 41                                            | 2.80        | 0.00          |
| <u>Hospital Bed Size</u>        |                                               |             |               |
| 399 or Fewer                    | 73                                            | 3.35        | 1.83          |
| 400-549                         | 75                                            | 4.73        | 1.80          |
| 550-699                         | 51                                            | 3.91        | 3.21          |
| 700 or More                     | 65                                            | 5.08        | 2.97          |

Appendix F  
Responses to Policy Questions  
1988

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| Does your institution have a policy on the number of hours that a resident may be assigned?                                                                                                                                    |        | <u>Number of Hospitals</u> | <u>Percent</u> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------|----------------|
|                                                                                                                                                                                                                                | Yes    | 41                         | 12.8%          |
|                                                                                                                                                                                                                                | No     | <u>279</u>                 | <u>87.2%</u>   |
|                                                                                                                                                                                                                                | Total: | 320                        | 100.0%         |
|                                                                                                                                                                                                                                |        |                            |                |
| Does your institution have a policy regarding supervision of residents?                                                                                                                                                        |        |                            |                |
|                                                                                                                                                                                                                                | Yes    | 233                        | 73.5%          |
|                                                                                                                                                                                                                                | No     | <u>84</u>                  | <u>26.5%</u>   |
|                                                                                                                                                                                                                                | Total: | 317                        | 100.0%         |
|                                                                                                                                                                                                                                |        |                            |                |
| Does your institution have a policy and procedure to review the quality of sponsored residency programs that is consistent with Section 1.1.4 of the General Requirements Section of the Essentials of Accredited Residencies? |        |                            |                |
|                                                                                                                                                                                                                                | Yes    | 286                        | 92.6%          |
|                                                                                                                                                                                                                                | No     | <u>23</u>                  | <u>7.4%</u>    |
|                                                                                                                                                                                                                                | Total: | 309                        | 100.0%         |

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Appendix G  
COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

April 1988

Name of Hospital \_\_\_\_\_  
City/State \_\_\_\_\_  
Membership Code # \_\_\_\_\_

**A. Housestaff Funding**

1. What is the cash stipend per year?

|                  | 1988-89  | 1987-88  |
|------------------|----------|----------|
| 1st Post-MD Year | \$ _____ | \$ _____ |
| 2nd Post-MD Year | \$ _____ | \$ _____ |
| 3rd Post-MD Year | \$ _____ | \$ _____ |
| 4th Post-MD Year | \$ _____ | \$ _____ |
| 5th Post-MD Year | \$ _____ | \$ _____ |
| 6th Post-MD Year | \$ _____ | \$ _____ |

Are 1988-89 stipends estimated? YES \_\_\_\_\_ NO \_\_\_\_\_

2. Is the cash stipend the same across all specialties? YES \_\_\_\_\_ NO \_\_\_\_\_  
If no, which specialties have stipends that are higher or lower than the figures reported above? \_\_\_\_\_

3. How many full-time equivalent (FTE) residents and fellows does the hospital have? a. Residents \_\_\_\_\_ b. Clinical Fellows \_\_\_\_\_

4. Please indicate the distribution of FTE residents and clinical fellows by post-graduate year in 1987-88.  
("Residents" are defined as "trainees in programs leading to eligibility for initial board certification." "Clinical Fellows" are defined as "trainees who have completed residency training and enroll in subsequent programs leading to a certificate of special competence.")

|       | Number    |                  |              | Number    |                  |
|-------|-----------|------------------|--------------|-----------|------------------|
|       | Residents | Clinical Fellows |              | Residents | Clinical Fellows |
| PGY 1 | _____     | X _____          | PGY 5        | _____     | _____            |
| PGY 2 | _____     | X _____          | PGY 6        | _____     | _____            |
| PGY 3 | _____     | X _____          | Beyond PGY 6 | _____     | _____            |
| PGY 4 | _____     | _____            |              |           |                  |

5. What sources are used to pay the costs of 1987-88 stipends and fringe benefits for housestaff at your hospital? (If you cannot separate the data by resident/fellow, please use column 1, and check this box. ☐)

|                                                                           | 1.) Residents | 2.) Clinical Fellows |
|---------------------------------------------------------------------------|---------------|----------------------|
| a. Patient revenues and general operating appropriations for the hospital | \$ _____      | \$ _____             |
| b. State appropriations earmarked for housestaff expenses                 | \$ _____      | \$ _____             |
| c. Municipal appropriations earmarked for housestaff expenses             | \$ _____      | \$ _____             |
| d. Veterans Administration appropriations                                 | \$ _____      | \$ _____             |
| e. Physician fee revenue                                                  | \$ _____      | \$ _____             |
| f. Medical school/university funds                                        | \$ _____      | \$ _____             |
| g. NIH                                                                    | \$ _____      | \$ _____             |
| h. Other federal agencies                                                 | \$ _____      | \$ _____             |
| i. Endowment income                                                       | \$ _____      | \$ _____             |
| j. Foundation grants/voluntary agencies                                   | \$ _____      | \$ _____             |
| k. Other (specify) _____                                                  | \$ _____      | \$ _____             |
| l. Other (specify) _____                                                  | \$ _____      | \$ _____             |
| M. TOTAL                                                                  | \$ _____      | \$ _____             |

6. Based on the amount enumerated in question 5 above, what is the estimated total dollars to be spent on stipends and fringe benefits for housestaff in your hospital in 1987-88?

|                                                         | Residents | Clinical Fellows |
|---------------------------------------------------------|-----------|------------------|
| a. Stipends                                             | \$ _____  | \$ _____         |
| b. Fringe Benefits (including FICA and other insurance) | \$ _____  | \$ _____         |
| C. TOTAL (Should be the same as 5 M above)              | \$ _____  | \$ _____         |

7. What percentage of the hospital's total operating budget is spent for housestaff stipends and benefits?

|                  |         |
|------------------|---------|
| Residents        | _____ % |
| Clinical Fellows | _____ % |

## B. Housestaff Benefits

8. What percentage of the costs for health insurance premiums does your hospital contribute?

Housestaff \_\_\_\_\_ %

Dependents \_\_\_\_\_ %

Housestaff

Dependents

Check those health benefits covered:

- a. Hospitalization including inpatient physician services and major medical including at least a portion of outpatient services
- b. Dental services
- c. Prescription drugs
- d. Hospital employee health service program

|       |       |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

9. Please check below to indicate whether the following benefits are provided to 1st year house officers:

Hospital Provides at  
No Cost

Reduced Rate

Hospital Does  
Not Provide

- |                           |       |       |       |
|---------------------------|-------|-------|-------|
| a. Life Insurance         | _____ | _____ | _____ |
| b. Disability Insurance   | _____ | _____ | _____ |
| c. Parking                | _____ | _____ | _____ |
| d. Housing                | _____ | _____ | _____ |
| e. Meals (1) when working | _____ | _____ | _____ |
| and on call               | _____ | _____ | _____ |
| (2) only when on call     | _____ | _____ | _____ |

10. Does your hospital offer psychiatric counseling or psychosocial support *at no cost* to housestaff? \_\_\_\_ yes \_\_\_\_ no

11. How many weeks of vacation do house officers receive during a year? 1) 1st year house officers: \_\_\_\_ 2) 2nd year house officers: \_\_\_\_

12. During the year, how many days may a house officer spend in off-site educational seminars? \_\_\_\_ days per year

First-year housestaff \_\_\_\_ days

Second-year housestaff \_\_\_\_ days

Other housestaff \_\_\_\_ days

Does the hospital contribute a per-diem stipend for seminars? \_\_\_\_ yes \_\_\_\_ no

If yes, amount: \_\_\_\_\_

Does the hospital contribute to the registration cost of the seminar? \_\_\_\_ yes \_\_\_\_ no

13. Does your hospital provide on-site day care for children of residents? \_\_\_\_ yes \_\_\_\_ no

If yes, a) Cost? \_\_\_\_\_ b) Hours available? \_\_\_\_\_

c) Care available for sick children? \_\_\_\_ yes \_\_\_\_ no

d) Average waiting time? \_\_\_\_\_ e) Available for medical students? \_\_\_\_ yes \_\_\_\_ no

If no, is there a referral service? \_\_\_\_ yes \_\_\_\_ no

If no, is day care available for children of nurses and other hospital employees? \_\_\_\_ yes \_\_\_\_ no

## C. Residency Program Data

### 14. SECTION A.

In column A, PROGRAM STATUS, please place an X by those programs for which your hospital is the SPONSORING institution. In cases where the programs are combined or affiliated, please mark PA if your institution is a PARTICIPATING rather than the sponsoring hospital.

In column B, NUMBER of RESIDENTS IN PROGRAM, indicate below the number of RESIDENTS, excluding FELLOWS, assigned to duty at your hospital as of September 1, 1987, in each program listed below. This number does not reflect positions but actual number of residents and should not include residents who are assigned to another hospital for whatever reason, on this date. (The TOTAL should match your response to Section B.4)

| Program<br>Status | Program                     | Number of<br>Residents in Program<br>at Hospital on 9/1/87 | Program<br>Status | Program                                | Number of<br>Residents in Program<br>at Hospital on 9/1/87 |
|-------------------|-----------------------------|------------------------------------------------------------|-------------------|----------------------------------------|------------------------------------------------------------|
| Column A          |                             | Column B                                                   | Column A          |                                        | Column B                                                   |
| _____             | 1. Allergy/Immunology       | _____                                                      | _____             | 14. Otolaryngology                     | _____                                                      |
| _____             | 2. Anesthesiology           | _____                                                      | _____             | 15. Pathology                          | _____                                                      |
| _____             | 3. Colon and Rectal Surgery | _____                                                      | _____             | 16. Pediatrics                         | _____                                                      |
| _____             | 4. Dermatology              | _____                                                      | _____             | 17. Physical Medicine/Rehab.           | _____                                                      |
| _____             | 5. Emergency Medicine       | _____                                                      | _____             | 18. Plastic Surgery                    | _____                                                      |
| _____             | 6. Family Practice          | _____                                                      | _____             | 19. Preventive Medicine                | _____                                                      |
| _____             | 7. Internal Medicine        | _____                                                      | _____             | 20. Psychiatry                         | _____                                                      |
| _____             | 8. Neurological Surgery     | _____                                                      | _____             | 21. Radiology                          | _____                                                      |
| _____             | 9. Neurology                | _____                                                      | _____             | 22. Surgery                            | _____                                                      |
| _____             | 10. Nuclear Medicine        | _____                                                      | _____             | 23. Thoracic Surgery                   | _____                                                      |
| _____             | 11. Obstetrics/Gynecology   | _____                                                      | _____             | 24. Urology                            | _____                                                      |
| _____             | 12. Ophthalmology           | _____                                                      | _____             | 25. Transitional                       | _____                                                      |
| _____             | 13. Orthopaedic Surgery     | _____                                                      | _____             | TOTAL number of residents all programs | =====                                                      |

### SECTION B.

Please follow instructions for completion of Section A, Column B, for completion of this section.

- |                                                                                                                                           |                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Number of first year foreign medical graduate RESIDENTS assigned to duty at your hospital as of September 1. _____</p> <p>_____</p> | <p>3. TOTAL number of foreign medical graduate RESIDENTS (all years, including 1.) assigned to duty at your hospital as of September 1. _____</p> <p>_____</p> |
| <p>2. TOTAL number of first year RESIDENTS (including 1.) assigned to duty at your hospital as of September 1. _____</p> <p>_____</p>     | <p>4. TOTAL number of all RESIDENTS (including 2. and 3.) assigned to duty at your hospital as of September 1. _____</p> <p>_____</p>                          |

## D. Other Information

15. Does your institution have a policy on the number of hours that a resident may be assigned? \_\_\_\_ yes \_\_\_\_ no

If yes, what is the maximum? \_\_\_\_\_ hours per \_\_\_\_\_

16. Does your institution have a policy regarding supervision for residents? \_\_\_\_ yes \_\_\_\_ no

If there is a written policy regarding the number of hours that a resident may be assigned and/or the nature and extent of supervision of residents that is required in your institution, we would appreciate it if you would send us a copy. If these policies are outlined in your housestaff manual, we would appreciate receiving a copy of it.

17. Does your institution have a policy and procedure to review the quality of sponsored residency programs that is consistent with Section 1.1.4 of the General Requirements Section of the Essentials of Accredited Residencies? \_\_\_\_ yes \_\_\_\_ no

18. Please indicate the number of house officers at your hospital who belong to underrepresented minorities.

|                      | Black American |       | American Indian |       | Mexican American |       | Mainland<br>Puerto Rico |       |
|----------------------|----------------|-------|-----------------|-------|------------------|-------|-------------------------|-------|
|                      | 1st Yr         | Total | 1st Yr          | Total | 1st Yr           | Total | 1st Yr                  | Total |
| Family Practice      | _____          | _____ | _____           | _____ | _____            | _____ | _____                   | _____ |
| Medical Specialties  | _____          | _____ | _____           | _____ | _____            | _____ | _____                   | _____ |
| Surgical Specialties | _____          | _____ | _____           | _____ | _____            | _____ | _____                   | _____ |
| Other Specialties    | _____          | _____ | _____           | _____ | _____            | _____ | _____                   | _____ |

THANK YOU.

Person to contact for questions about this questionnaire: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Area Code and Telephone Number: \_\_\_\_\_

Please complete and return by May 30, 1988 to:

Judith Teich, Staff Associate

Division of Clinical Services, Association of American Medical Colleges  
One Dupont Circle, N.W., Suite #200, Washington, DC 20036 • (202) 828-0496

# Appendix H

## Response Rate for 1988 Survey of Housestaff Stipends, Benefits, and Funding

| <u>Hospital Category</u>        | <u>Number of<br/>Responding<br/>Hospitals</u> | <u>Number of<br/>COTH Members</u> | <u>Response Rate</u> |
|---------------------------------|-----------------------------------------------|-----------------------------------|----------------------|
| <u>Total Membership</u>         | 353                                           | 440                               | 80%                  |
| <u>Geographic Region</u>        |                                               |                                   |                      |
| Northeastern                    | 132                                           | 174                               | 84                   |
| Southern                        | 80                                            | 95                                | 84                   |
| Midwestern                      | 98                                            | 117                               | 84                   |
| Western                         | 43                                            | 55                                | 79                   |
| <u>Affiliation Relationship</u> |                                               |                                   |                      |
| University-Owned                | 52                                            | 62                                | 84                   |
| Major Affiliate                 | 258                                           | 317                               | 81                   |
| Limited Affiliate               | 43                                            | 53                                | 81                   |
| <u>Hospital Ownership</u>       |                                               |                                   |                      |
| State-Owned                     | 40                                            | 46                                | 87                   |
| Municipally-Owned               | 31                                            | 38                                | 82                   |
| Church-Owned                    | 44                                            | 59                                | 75                   |
| Other, Nonprofit                | 175                                           | 226                               | 77                   |
| Veterans Administration         | 63                                            | 72                                | 88                   |
| <u>Hospital Bed Size</u>        |                                               |                                   |                      |
| 399 or Fewer                    | 92                                            | 135                               | 68                   |
| 400-549                         | 99                                            | 126                               | 79                   |
| 550-699                         | 76                                            | 81                                | 94                   |
| 700 or More                     | 86                                            | 98                                | 88                   |

